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Vlith

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ANNEX 1

List of members and deputy members of the Executive Committee (May 1988)

ANNEX 2

List of members and deputy members of the Executive Committee (December 1990)

ANNEX 3

Finance and General Purposes Committee (December 1990)

INTRODUCTION

FULL STEAM AHEAD FOR EUROPE

The Introduction to the Report on Activities submitted to the Stockholm Congress was entitled: "The Challenge of Change". The report focussed on the prevailing preoccupation with putting European integration back on the rails, following the decisions to complete the internal market and adopt the Single Act, and the impact these decisions would have on the trade union movement.

Recent events must, however, be seen as truly earthshattering in comparison with the relaunching of European integration. The Single Act was originally seen as a major step forward but has since failed to live up to the task of bringing economic and monetary union into being. It has become increasingly apparent that political union is a precondition for the medium- and long-term development of economic and monetary union. Moreover, the vast majority of politicians have finally understood that most of the people they represent would reject political union outright if it failed to contain a firm basis of social provision, since our whole social framework, valued so highly by working people, would otherwise be endangered.

With our support over the period since the last Congress, the status of EFTA/EC cooperation has been enhanced by the move towards genuine negotiations on the creation of a European Economic Area.

The greatest upheaval, however, took place in Central and Eastern Europe. Influenced by Mikhail Gorbachev's perestroika and Solidarity's experiences in Poland, the people of those nations began to dismantle the authoritarian Communist regimes. As a result, there is now a single Germany and the systems of government within the other countries are considerably more democratic.

In the light of these events our concern has been twofold :

- to help those peoples establish genuine democracy and to ensure thereby that autonomous, independent trade unions are formed in each country concerned;
- to ensure that the restructuring of their economies does not entail wholesale privatisation, with unrestricted competition as the absolute priority and the "individualisation" of employment relations.

In other words, mass unemployment, poverty and misery must not be the price these peoples have to pay to secure democracy and a little more personal freedom.

Faced with these choices despair might lead them to take a wrong turning. This round in the wrestling match has only just begun, and we are forced to admit that it is far from won.

As well as focussing our attention on the overriding problem for Western Europe of excessive long-term unemployment, and maintaining our concern about the increasing gulf between economic and social progress, we must guard against receiving from Eastern Europe the very social dumping we are attempting to fight.

It is therefore right that we should be concerned about these developments; however such concern should not be exclusive and to the detriment of developing countries which are still dependent on European economic policies.

Fortunately we had already begun to discuss the need to reinforce the ETUC long before these upheavals occurred. To give practical expression to the debate on the future of the trade union movement which was initiated in Milan in 1985, the Executive Committee set up a working group in December 1989, whose brief was to draw up practical proposals aimed at making our organisation more efficient. These proposals were submitted to the Executive Committee meeting in December 1990. They will be on the agenda at Congress where the final decisions will be taken.

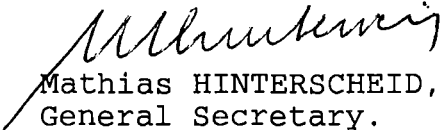
Some measures have already been taken, however:

- The founding of the European Trade Union College (ETUCO), which had been proposed by the ÖGB in Stockholm. The College is still awaiting official backing to commence its activities proper.
- The European Trade Union Technical Bureau for Health and Safety (TUTB) began its activities.
- The ICFTU decided to build a new Trade Union House which would also accommodate the ETUC, the ETUI, the TUTB, the ETUCO and, probably, some of the industry committees.

The Executive Committee also decided to increase the ETUC's financial means.

Furthermore, the ETUC's representative status has been enhanced by the affiliation of four confederations, including the Spanish CCOO, which had been applying for affiliation for many years, and by the recognition of two industry committees.

So there is every hope that the ETUC will be even better equipped in the future to carry out its increased tasks. The ETUC must itself go full steam ahead.


Mathias HINTERSCHIED,
General Secretary.

I. INTERNAL ORGANISATION

1 Congress

The 6th Statutory Congress met on 9-13 May 1988 in Stockholm. It was the first congress to be held in a non-Community country, and thus demonstrated the desire to strengthen links between countries within and outside the Community. At the same time it was a way of putting pressure on the EFTA authorities to increase their efforts to create a single European Economic Area (EEA) which would include all the countries of Western Europe.

This political act proved all the more important given that there were already signs of considerable changes afoot in Eastern Europe. Of course the subsequent upheavals could not have been foreseen at that time.

The main decisions taken by the 6th Statutory Congress were the adoption of five general Resolutions and eleven specific Resolutions. Moreover, the idea of creating a European Trade Union College was well received, as was that of a European Trade Union House. The latter should meet the need for a larger building with better facilities to house the ETUC and, if at all possible, its institutes and some recognised industry committees.

The 6th Statutory Congress reelected Ernst BREIT to the office of President and Mathias HINTERSCHIED to that of General Secretary. Congress selected Markku JÄÄSKELÄINEN to the office of Deputy General Secretary and reelected the Auditors Helmut TEITZEL (DGB) and Remy DESCHRYVER (CSC).

1.1 Amendments to the Constitution

The 6th Statutory Congress approved an amendment to Article 20 of the Constitution in order to clarify voting procedure within the Executive Committee thereby avoiding any equivocation.

2 The Executive Committee

The Executive Committee elected at the 6th Statutory Congress of May 1988 was composed in the manner shown in Annex 1 of this Report on Activities. At the end of December 1990, it was composed as shown in Annex 2 of this Report on Activities.

The Executive Committee held 15 meetings, including the following:

- 2 in Stockholm during the 6th Statutory Congress;
- 3 in Geneva;
- 1 in Madrid (October 1988) during the Centenary of UGT Spain;
- 1 in Strasbourg (December 1989) during the European Summit of Heads of State and Government and the plenary session of the European Parliament. The task of the European Summit was to give its decision on the EC's Charter of the Fundamental Social Rights of Workers and the convening of intergovernmental conferences to review the Treaty of Rome;
- 1 in Rome (December 1990) in the context of the first sessions of the intergovernmental conferences which had Economic and Monetary Union and Political Union on their agendas.

At its meeting of 19-20 October 1989, the Executive Committee decided to establish a Working Group "For a More Efficient ETUC" under the chairmanship of Vice-President Johan STEKELENBURG and General Secretary Mathias HINTERSCHEID. The Working Group's mandate was to review the tasks, Constitution and working practices of the ETUC and to submit proposals for making the ETUC more efficient.

This Working Group presented its conclusions to the Executive Committee in December 1990, which decided to submit to the 7th Statutory Congress in May 1991 such proposals as would fall within its competence (in particular amendments to the Constitution).

2.1 Finance and General Purposes Committee

At its meeting of 12 May 1988, in Stockholm, the Executive Committee elected the following as Vice-Presidents and thereby members of the Finance and General Purposes Committee :

André BERGERON	General Secretary FO	France
Robert D'HONDT	General Secretary CSC	Belgium
Leif HARALDSETH	President LO	Norway
Franco MARINI	General Secretary CISL	Italy
Johan STEKELENBURG	President FNV	Netherlands
André VANDEN BROUCKE	President FGTB	Belgium
Friedrich VERZETNITSCH	President ÖGB	Austria
Norman WILLIS	General Secretary TUC	Great Britain

At its meeting in April 1989, following the retirement of André BERGERON (Force Ouvrière), the Executive Committee elected Marc BLONDEL, the General Secretary of FO, as a member and new Vice-President of the ETUC.

At its meeting in June 1989, the Executive Committee elected Nicolas REDONDO (General Secretary of UGT Spain) to the office of ninth Vice-President of the ETUC. This decision was taken to ensure that the countries of the southern part of the European Community were represented.

At its meeting in October 1989, following the retirement of André VANDEN BROUCKE (FGTB), the Executive Committee elected François JANSSENS, the FGTB President, as a member and new Vice-President of the ETUC.

At its meeting in December 1989, following Leif HARALDSETH's leaving the LO (Norway), its new President, Ingve HAGENSEN, was elected as a member and new Vice-President of the ETUC.

The Italian organisations (CGIL - CISL - UIL) have continued to apply their rota system, and so, following their proposal, the ETUC accepted, at its October 1989 meeting, the resignation of Franco MARINI (CISL) and his replacement by Bruno TRENTIN (CGIL). In its meeting in June 1990 the Executive Committee accepted the resignation of Bruno TRENTIN and his replacement by Giorgio BENVENUTO (UIL).

At the end of December 1990, the Finance and General Purposes Committee is composed as shown in Annex 3 of this Report on Activities.

As a rule, the Finance and General Purposes Committee meets at the same time as the Executive Committee meetings. During the period covered by this Report on Activities, it has held two extraordinary meetings:

- on 31 May 1990 in Rome, on the occasion of the assumption by the Italian Government of the Presidency of the EC Council of Ministers, so as to present the ETUC's demands concerning the organisation of intergovernmental conferences to that Government;
- on 30 November 1990 in Brussels, in order to examine the financial repercussions of proposals from the Working Group "For a More Efficient ETUC" to be presented to the Executive Committee in December 1990.

3 The Secretariat

Following the 6th Statutory Congress, the Secretariat kept the same members, the only exception being that Markku JAASKELAINEN replaced Bjorn PETERSSON in the office of Deputy General Secretary.

The allocation of responsibilities was changed slightly in that some tasks were exchanged between the Confederal Secretaries and their Assistants.

The most significant change in the operation of the Secretariat was the introduction of computers. This change in working practices entailed an excessive workload, since the staff had to become familiar with the new technology and with the new methods of working. This change coincided with the following:

- an increased workload owing to the mobilisation and public awareness campaign launched by the Executive Committee immediately after the 6th Statutory Congress of May 1988;
- the creation of the European Trade Union Technical Bureau (TUTB);
- the launching of the European Trade Union College (ETUCO);
- initial negotiations on the building of a European Trade Union House (ETUH).

The Secretariat was forced to employ temporary staff, both in-house and on an external basis. The mere presence of a few extra people within the building made us even more aware that we need more, larger and better-equipped facilities. However, in spite of all these difficulties, we can say that we have successfully completed the first stage of computerisation.

As far as the European Trade Union House is concerned, the Executive Committee had decided to share the project - as far as possible - with the ICFTU. Indeed the ICFTU had carried out a feasibility study a few months before the Stockholm Congress, with a view to extending and improving the offices in the "International Trade Union House" (the limited company which at present owns the building housing the ICFTU and the ETUC).

This study had shown that by far the most sensible plan would be to sell the present building and purchase a new one.

So the ICFTU and the ETUC set about looking for a "Trade Union House" which would be large enough to accommodate, at the least, their two organisations, the two institutes linked to the ETUC (ETUI and TUTB) and - if at all possible - the European Industry Committees and such international and European trade union institutions as might be interested in this project.

At the time this report goes to print, a decision to go ahead with a project which meets most of these requirements has virtually been taken.

4 Affiliated Confederations

At its meeting of 19-20 April 1990, the Executive Committee accepted applications for affiliation from the following confederations :

- Deutsche Angestellten Gewerkschaft (DAG) - FRG
- Confédération Française des Travailleurs Chrétiens (CFTC) - France
- Anotati Diikisis Enoseon Dimision Ypallilon (ADEDY) - Greece

At its meeting of 13-14 December 1990, the Executive Committee accepted the application for affiliation from the Confederacion Sindical de Comisiones Obreras (CCOO) - Spain.

These affiliations are, of course, subject to ratification by the 7th Statutory Congress in May 1991.

Rises and falls in the number of union members and movement between sectors, all of which were already apparent in the period covered by the last report, have continued; however, thanks to new affiliates, the total number of members of ETUC affiliated confederations has grown by more than two million. Consequently, the ETUC now represents 40 confederations from 21 countries, which between them represent well over 45 million working people.

5 Standing Committees

5.1 Women's Committee

5.1.1 Activities

Since it is at the heart of the ETUC, and so in the privileged circle where working women's concerns are

continually defined and revised, the Women's Committee has targeted its action on the Community institutions in the first instance, and then on the Executive Committee of the ETUC. Discussions have therefore focussed on the implementation of Directives on equal opportunities for men and women, proposals for new Directives and the effect of the Single Market on working women.

The Women's Committee has resuscitated one of the oldest demands of working women, which had been forgotten in the atmosphere of economic crisis and increased female unemployment, namely the concept of "equal pay for equal work"; they have been drawing up trade union strategies to address the problem and proposals to the Commission regarding the application of the Directive on equal pay for male and female workers.

The Women's Committee gave its opinion on draft Directives on equal treatment for men and women in legal and professional social security regulations, on the reversal of the burden of proof, and on maternity protection (this was put on the table at the request of the ETUC Women's Committee), and conveyed its views on these matters to the Commission, the rapporteurs of the EP Committee on Women's Rights, the ETUC and the Executive Committee of the ETUC.

The Single Market, being at the forefront of European trade union activities, has clearly influenced the Committee's work, since the completion of the market will obviously affect working women.

That is why some 150 women from all the affiliated organisations met, for the first time, in Paris on 15 March 1990, in order to compile and publish their list of demands concerning "Women in Social Europe". This document formed the basis of subsequent discussions with the Commission, when the third Community Programme on equal opportunities was being drafted, and it was also the focal point of the Committee's latest meeting, which determined the possible contents of a Directive on childcare facilities.

5.1.2 Representation and participation

Contact with the Equal Opportunities Unit of the Commission's DGV has been considerably increased. Twice during 1990, the Unit has invited representatives of the

Women's Committee from all the EC Member States to meetings concerning the third Community Programme and female employment in the Single Market respectively.

It has been possible to increase the numbers of women at meetings of the Consultative Committee on Equal Opportunities, and European seminars organised by the Unit and the successive presidencies of the Council, and a contingent from the ETUC has been established.

All the women's associations in Europe have joined together to form a European women's lobby of which the Women's Committee is a member.

Last but not least, the themes discussed by the Women's Committee have been adopted by the women in the affiliated organisations. Many confederations have organised seminars, conferences on the impact of the Single Market on women, and the women trade union representatives and leading persons from the three Italian confederations prepared the Italian presidency of the Council.

5.1.3 Structure of the Committee

In February 1988 the Women's Committee elected the following members:

Marina HOORNAERT	FGTB - B	Chairperson
Gunvor NGARAMBE	LO - S	Vice-Chairperson
Margaret MORRISON	TUC - GB	Deputy
Helga TOELLE	DGB - RFA	Deputy

and the other members of the Steering Group:

Elisa DAMIAO	UGT - P
Carmen MURIANA	UGT - E
France PEREZ	FO - F
Lilian KNUDSEN	LO - DK
Franca DONAGGIO	CGIL - I
Raila KANGASPERKO	TVK - SF

Owing to organisational problems the Steering Group has rarely met.

5.1.4 Conclusions -----

Whilst the opinions and demands of the Women's Committee have enjoyed a considerably improved profile with Community institutions whose specific concern is equal opportunities, such as the Commission's Equal Opportunities Unit and the EP Women's Rights Committee, greater efforts need to be made to integrate women's viewpoints in the policies of the ETUC and indeed in the "other" aspects of Community policy, some of which, whilst not referring specifically to women, concern them directly, eg. the Structural Funds, non-typical work, etc.

5.2 ETUC Youth Group

5.2.1 Situation since the Stockholm Congress -----

Soon after the last ETUC Congress, the ETUC Youth Group was faced with several changes.

A new Deputy General Secretary assumed overall responsibility for Youth in August 1988, and a new assistant took over the practical running of Youth work, following what can only be termed a rather fluid period.

In February 1989 the ETUC Youth Steering Committee was re-elected, with four new members out of the total of seven. From the beginning to the middle of 1990 there were other changes, since three members of the Committee were no longer able, for various reasons, to carry out their mandates, and new members had to be selected and coopted.

At the present time the Youth Group's staff situation is stable, both in the Secretariat and on the Youth Steering Committee.

5.2.2 Statutory activities -----

In February 1989 the ETUC Youth Group held its 7th general meeting, at which almost all confederations were represented by two delegates. The ETUC President and

General Secretary gave speeches of welcome, and promised full ideological and material support from the ETUC for its Youth Group.

A new ETUC Youth Steering Committee was elected, comprising the following confederations : UGT-P, CGT-L, ECTU, CGIL, LO-D, CSC and GWU. The UGT-P took over the chair. The individual members represent their own regions and the interests of the same, as well as the interests of confederations in other regions. They represent the ETUC Youth Group at the Council of Europe, the EC, and in dealings with other youth organisations, the trade union movement and the general public. They support the Secretariat's political and politico-educational activities in the field of youth concerns.

The Youth Steering Committee received additional members from the CGIL and the CSC in the first half of 1990. The DGB took over the role of representative of the German-speaking confederations from the CGT-L.

In December 1989 the ETUC Youth Group held its Youth Officers' Conference in Berlin in preparation for 1990. The main themes were trade union youth work, the European Single Market and cooperation with free and independent trade union confederations in Central and Eastern Europe.

5.2.3 Political (politico-educational) activities

a) The Council of Europe:

The ETUC Youth Group has continued to play a significant role in the youth work of the Council of Europe.

To begin with, the balance of power between national governments and youth organisations was threatened, in 1988, in favour of the former, which would have destroyed the parity principle. The ETUC Youth Group made a significant contribution to the maintenance of the status quo.

Since the end of 1989 the ETUC Youth Group has been pressing, via the Council of Europe, for increased funding and more initiatives in the area of youth affairs in Central and Eastern Europe.

Furthermore, the ETUC Youth Group organised a symposium at the European Youth Centre in November 1990, which had the title "Quo vadis, Europe? - Developments in Europe and the role of young people" and which brought together 120 participants, including visitors from Western and Eastern Europe and developing countries, as well as representatives of the Council of Europe and the EC.

The Council of Europe sponsors, both financially and logistically, the largest section of the ETUC Youth Group's activities, that is its educational work. Since the Congress in May 1988, the ETUC Youth Group has held eleven seminars, each attended by up to 35 young trade unionists from 15-17 different Western European countries and almost all affiliated confederations. The study themes have been: youth unemployment; media skills; problems of adaptation from school to working life; the history of the workers' movement in Europe; democratic rights of young employees within companies; the challenge of the Single Market for young employees; international trade (with the ICFTU); young employees in multinational companies (eg. BASF) (meeting held with the EFCGU); the environment: waste disposal; the problem of attracting highly-qualified workers to the union movement. Three of these seminars were conducted as summer schools by the Italian confederations, the DGB and the TUC.

Particular interest was shown, both within the union movement and by other organisations (eg. the ILO), for the ETUC Youth Conference on Child Labour in Europe, which was largely sponsored by the LO-D. A follow-up conference is planned to be held in Germany in 1991, which is to expand on the themes covered and involve more participants, including some from Eastern European confederations.

A Youth Seminar with the ICFTU and the CSKOS was prepared in 1990, and similar activities with other Eastern European countries are also planned.

The conclusion which can be drawn from these politico-educational activities, is that young people are prepared not only to study particular themes in depth, but are also very willing to take the initiative and establish and maintain contacts and dialogue with young trade unionists across the national boundaries.

Europe-wide themes have increasingly become the subject of educational work both in individual states and on a broader basis, and the ETUC Youth Group has regularly been invited to such events.

b) The European Community

In January 1990 a member of the ETUC Youth Steering Committee was elected to the post of General Secretary of the EC Youth Forum.

The ETUC Youth Group is represented in the 1992 Working Group of the Youth Forum, which has led to the adoption of a large number of our positions on the EC Social Charter by the Forum, in particular our demand for legislation to be binding. DG X has given complete or adequate financial support to some of our abovementioned activities.

5.3 Coordinating Committee on Retired Workers

The Coordinating Committee on Retired Workers (CCRW), which consists of permanent representatives appointed by the affiliated organisations, was constituted in Madrid in October 1988, following the resolution on retired workers adopted by the Executive Committee in December 1987.

According to a survey undertaken by the ETUI, there are seven million retired workers affiliated directly, or through specialised organisations, to the national confederations.

The CCRW elected a Bureau to represent it, which at present has the following members:

President:	Georges DEBUNNE
Vice-Presidents:	Jack JONES (TUC)
	Georgio RASTRELLI (CGIL)

The CCRW has met twice a year and has looked into various problems experienced by retired workers, with a view to defining the ETUC's position on the most pressing of these problems and encouraging the EC Commission to intervene in these areas.

Some of the most important matters dealt with by the CCRW are:

- the basic rights of retired workers in the context of the Community Charter of Fundamental Social Rights;
- priority demands;
- social security finance;
- the age of retirement;
- facilities accorded to elderly people;
- solidarity between generations (Community programme on the elderly);
- the convergence of social security objectives in the EC;
- the role of retired workers within Europe.

The last of these issues is particularly important as regards the future demands of retired workers in Europe. The CCRW has two overall objectives: retired workers should either be able to form a European Industry Committee, or they should become a section within the ETUC, but one which had its own constitution and budget and representation on the ETUC Executive Committee.

These two hypotheses, which are not incompatible since the latter could, for example, lead to the former, have been the focal point of discussions by a working group formed from the membership of the CCRW, and have also been considered by the Working Group "For a More Efficient ETUC".

A large number of retired workers also took part in the demonstration organised by the ETUC on 18 October 1989, at which the official speaker was Jack JONES, the CCRW's Vice-President.

A large amount of the Committee's work has been devoted to the objective of gaining an interlocutory status for the CCRW in its dealings with the European institutions. Meetings are, at present, regarded as consultative in nature, and a DG V representative regularly contributes to the meetings.

A Conference on retired workers was organised by the ETUC in December 1990, which looked at the last two years' work and issued proposals on the role which could in future be played by retired workers.

5.4 "Consumers" Working Group

In May 1988 in Stockholm, the ETUC Congress endorsed the ETUC's Programme on consumer protection and the quality of life, which had been adopted by the Executive Committee in 1987, and asked for appropriate means to be made available to implement it.

In May 1989, the ETUC Secretariat called a meeting of the ETUC Working Group "Consumers" to study a document from the Secretariat analysing the challenges and new conditions which worker-consumers will face in the context of the completion of both the Single Market and an EC-EFTA European Economic Area. The Secretariat's document also examined a series of organisational questions.

At its meeting of 15-16 February 1990, the ETUC Executive Committee decided that the time had come for it to hold a discussion on the ETUC's future commitment to the defence of worker-consumers' interests and the maintenance of the quality of life, and had instructed the Secretariat, accordingly, to send it a report outlining its intentions.

Before formulating this report the ETUC Secretariat decided it would be helpful to consult the working group "For a More Efficient ETUC" at its meeting of 19 September 1990.

Furthermore, the ETUC regularly participated in the work of the CCC. In 1990 the EC Commission established a new Consumers' Consultative Council (CCC). It is foreseen that the work of the CCC will be carried out by giving each European consumer organisation responsibility for managing one of the CCC's Sections. The ETUC is responsible for the Section "Consumer Representation including Fixing of Standards".

6 Press and Information Service

The activities of the press and information service have concentrated for the most part on:

- informing the media;
- improving the flow of information between the trade union journalists in affiliated organisations on

- the one hand, and between the trade union press and the ETUC on the other;
- individualised information;
 - information initiatives aimed at the public at large;
 - publications.

6.1 The media

As in the past, we have endeavoured to improve our contacts with the dailies and the press in general.

We have organised briefings and press conferences (around ten per year on average) in conjunction with meetings of the Executive Committee, other major events, and to highlight particular issues. We have also issued a good forty press releases per year.

We have almost day-to-day contact with the daily press (interviews with our leading people on various issues, articles on specific themes and simple requests for information).

We have noted that major ETUC initiatives attract substantial coverage, not just from the European press but from the media in general.

Some of our most interesting work in this period has been connected with the mobilisation campaign (the Ostend Conference, the demonstration in Brussels, the Conferences on ITUCs and the Colloquium on regional policy).

Relations with press agencies have improved. The trend we had already noted in the period 1985-88 has continued.

We have also noted that certain agencies specialising in European politics (for example Agence Europe and VWD - "Vereinigte Wirtschaftsdienste", a German business news agency) not only report our views with increasing regularity, but also go into some detail on the information we supply to them.

Our weak point continues to be lack of coverage on television and, to a lesser extent, the radio.

We have adopted a new method for ongoing briefing of the media. We recognise that the international press

based in Brussels is increasingly being submerged in a flood of information from all kinds of sources. Most editorial departments are understaffed and some journalists work as correspondents for more than one newspaper. What is more, journalists cover all of the international and European institutions and organisations. Since 1985 the volume of work carried out by all of these institutions and organisations has grown considerably, which explains the press' more rigorous selection of material to be covered. On the other hand, editorial departments of national papers quite clearly wish to be informed of the ETUC's policies.

New technology (further reinforced under "a More Efficient ETUC") should allow us to bypass the Brussels press (which has acted as a filter) on some issues, and to create a more effective link between the ETUC press department and the different national newspaper editorial offices. With help from the trade union press (the first meeting of experts was in October 1990), we are building up our contacts with national and regional editorial offices; these contacts are based on lists of national editorial departments dealing with particular issues or according to the special interests of the journalists. We hope we shall be able to increase further press coverage of the ETUC press over the next few years.

6.2 The trade union press

The ETUC has organised information meetings for the benefit of trade union journalists from national confederations. These meetings, arranged in cooperation with the EC Commission, enable us to examine together aspects of Community policy and supply information on the policies pursued by the ETUC.

With the aim of making available a wider range of information, since 1988 we have made the trade union press group's meetings coincide with other important events (such as Congress, the Executive Committee meetings, conferences, the European Summit and plenary sessions of the European Parliament).

In this way, trade union journalists were given information on:

Stockholm	- 09-13 May 1988	ETUC Congress
Madrid	- 04-05 October 88	ETUC Executive Committee
Ostend	- 16-20 October 89	Mobilisation Campaign

Brussels	- 20 October 89	Demonstration
Strasbourg-	12-13 December 89	Colloquium on Workers' Rights/EP session
Dublin	- 28-29 June 90	European Summit
Rome	- 12-13 December 90	European Summit/ETUC Executive Committee

6.3 Trade union press group meetings

09-13 May 88	Stockholm	Meeting during the 6th Statutory Congress of the ETUC
04-05 October 88	Madrid	The Spanish trade union movement faced by the challenge of 1992
16-17 February 89	Luxembourg	The Social Charter, the Action Programme, developments in Community social policy
16-20 October 89	Ostend/Brussels	Meeting during the Conference "For a Social Europe"
12-13 December 89	Strasbourg	"Workers' Rights in Europe"
28-29 June 90	Dublin	Developments in "Living and Working Conditions" in the perspective of 1992 Role of the Foundation for better Living and Working Conditions
08-09 October 90	Luxembourg	Meeting of experts on "ETUC information policy and possible cooperation with the EC Commission"
11-12 December 90	Rome	Mediterranean policy Executive Committee and European Summit

These meetings of the trade union press have also encouraged better coordination and cooperation between trade union journalists.

Some trade union journalists have agreed to become correspondents for a trade union journal belonging to another country, which is evidence of the international dimension of our work.

6.4 Information

Since the Stockholm Congress we have received many groups, (such as students, cultural organisations and socio-educational organisations), and have participated as speakers in information visits to the EC Commission.

Many students, researchers and professors have called on us to provide information for their theses, dissertations etc.

6.5 Informing the public at large

The ETUC has taken part in some "public awareness" campaigns. On these occasions we have set up information stands (12) at the request of our affiliated organisations and institutions.

We regularly (once a month in theory) publish an information brochure, called the Report, which covers the main ETUC policies and is targeted at our affiliated organisations.

6.6 Publications for the general public

In conjunction with major events we have prepared the following information sources for the general public:

- a leaflet on "Working Women in Europe"
- a leaflet on "Objective 1992"
- a leaflet on the Interregional Trade Union Councils
- a brochure on the Ostend Conference
- 2 posters on "For a Social Europe"
- a copy of the ETUC-CEEP framework agreement

7 European Trade Union Institute (ETUI)

Cooperation between the ETUC, its member confederations and the European industry committees with the European Trade Union Institute continued to develop in the period covered by this report. Since the ETUC has been faced with numerous new tasks in the context of completion of the internal market and the social dialogue, the ETUC Secretariat increasingly sought assistance from the ETUI. As a research institute the ETUI provides important preliminary studies for the political decisions taken by the ETUC, its Secretariat and Executive Committee.

The ETUI's tasks are varied, covering research work, assistance in the preparation of ETUC positions, information and documentation, consultancy services for ETUC affiliated organisations, support for trade union educational work and the development of medium-term strategies for the achievement of trade union goals. The ETUI's principal energies have in the past three years continued to focus on research, although the other tasks have been taking on increasing significance.

The main research emphasis since the last ETUC Congress has been on topics of central importance such as the social dimension of the internal market and the future of work. The international comparative approach to this research was continued, in order to contribute to mutual understanding and to the devising of common positions.

For the preparation of its research work, the ETUI organised a number of meetings, including:

- Workshop on the role of economic and social councils in the countries of Western Europe
1 and 2 October 1987
Lisbon
- Seminar on implementing the social dimension of the internal market
28 and 29 June 1988
Brussels
- Workshop on the social dimension of the internal market
12 and 13 October 1988
Brussels

-
- Workshop on the role of labour standards in industrial restructuring
30 and 31 May 1989
Düsseldorf
 - Seminar on the use of new technologies in the trade union organisations and their link-up with the ETUI and the ETUC
12 and 13 June 1989
Brussels
 - Seminar with the European industry committees on the sectoral social dialogue
4 July 1989
Brussels
 - Seminar on the link between the European social dialogue and national collective bargaining
14 and 15 September 1989
Brussels
 - ETUI Forum on the Future of Work
30 November/1 December 1989
Brussels
 - Seminar on economic reform in Central and Eastern Europe and relations with the countries of Western Europe
23 and 24 April 1990
Luxembourg
 - Seminar on the sectoral social dialogue
14 and 15 May 1990
Brussels
 - Workshop on the setting up of a European new technologies link-up among the trade unions
10 December 1990
Brussels
 - Seminar on cooperation among trade union documentalists in Europe
19 and 20 December 1990
Luxembourg

The outcome of these seminars, workshops and the Forum constituted a significant contribution to the ETUI's research. During the discussion of the research programme and individual research projects, an important

role was played by the ETUI Experts' Committee. This committee meets annually and, in between meetings, the ETUI research officers maintain close working contacts with its members.

Since its founding in 1978 the ETUI has published a total of 75 studies in - generally speaking - six languages with a total print run to date of over 800,000. Since the last ETUC Congress in Stockholm the following studies have been published:

INFOS series:

- The Trade Union Movement in Belgium
- The Trade Union Movement in Norway
- The Trade Union Movement in France
- The Trade Union Movement in Denmark
- The Trade Union Movement in Portugal
- The Trade Union Movement in Turkey
- The Trade Union Movement in Finland
- The Trade Union Movement in Luxembourg
- The European Trade Union Confederation (ETUC)
- The Social Dimension of the Internal Market - Part One: Employment
- The Social Dimension of the Internal Market - Part Two: Workers' Rights in European Companies
- The Social Dimension of the Internal Market - Part Three: Worker Representation in the Workplace in Western Europe
- Economic Reform in Central and Eastern Europe
- European Economic and Monetary Union
- Trade Union Views -

REPORTS series:

- Collective Bargaining in Western Europe in 1986 and prospects for 1987
- Collective Bargaining in Western Europe in 1987 and prospects for 1988
- Collective Bargaining in Western Europe in 1988 and prospects for 1989
- Collective Bargaining in Western Europe in 1989 and prospects for 1990
- Women and trade unions in Western Europe
- Positive action for women in Western Europe
- Pensioners in Western Europe
- The role of industrial policy in Western Europe
- Regional policy in the EC - trade union positions
- Privatisation in Western Europe
- Working conditions in the European textile, clothing and leather industry

- The role of economic and social councils in Western Europe
- Worker representation and rights in the workplace in Western Europe
- The future of work

To mark the hundredth anniversary of May Day in 1990 the ETUI issued a special publication entitled "The Centenary of May Day".

A ceremony was held in Brussels on 1 December 1988 to mark the 10th anniversary of the ETUI.

The ETUI decision-making bodies, i.e. the Management Committee and General Assembly, met each year in mid-February to adopt the annual activity report, the work programme and the budget. For more detailed accounts of the ETUI's work readers are referred to the activity reports for 1987, 1988, 1989 and 1990.

8 The European Trade Union Technical Bureau for Health and Safety

The preparations for the 1988 Stockholm Congress brought to light the increasingly pressing need to boost both the capability and influence of the ETUC and its affiliated organisations with respect to Community work on health and safety matters. That need was made forcefully clear in the Resolution of the Madrid Executive Committee of 6-7 October 1988 on the involvement of the two sides of industry in the setting of European standards. The ETUC announced its intention of founding a European Institute for preventive health and safety and called on the Commission to help finance the scheme. The European Parliament was prompt to rally behind the ETUC scheme.

On 1-2 December 1988, the ETUC Executive Committee convened itself as the foundation general assembly meeting of the European Trade Union Technical Bureau for Health and Safety (TUTB), whose statutes assigned to it the task of providing the ETUC with research services and information on health and safety related to its broader concerns with European technical regulations and standards for health and safety at work. Also among the Bureau's tasks was contributing to the promotion of high standards of health and safety.

Subsequently, on 9-10 February 1989, the Executive Committee laid down the principles on which the TUTB would operate, notably the rules governing its relations with the ETUC, the profiles of its staff and Director, and the broad policy approach of its work. The Management Committee appointed Mr Marc SAPIR as Director.

The following period saw the Bureau gradually becoming operational. On 1 September 1989, a multiannual financing agreement was signed by the TUTB's President, Ernst BREIT and Commissioner PAPANDREOU for the European Commission. The Council of Ministers of the EFTA countries also agreed to make a financial contribution to setting the Trade Union Technical Bureau up and to its running.

The TUTB's programme of work is geared along three broad lines:

- establishing an information network on Community activities and monitoring them at national level;
- establishing a network of trade union experts on standards;
- playing an active part in Community consultations in association with the ETUC and the Workers' Group of the Luxembourg Advisory Committee on Health and Safety.

9 Trade Union Training Organisations

9.1 AFETT

The widespread introduction of new technology is having a significant effect on the quantity and quality of work, and the economic sectors and geographical locations in which it can be found. It is also radically changing, amongst other things, the workplace and working environments, the qualifications needed for employment and the content and organisation of work.

Given the current changes and, even more so, those which are anticipated, one of the key requirements for working people and their trade union organisation is to

equip themselves with the means to influence, direct and control the social changes which accompany these technological changes.

In the perspective of 1992 and as a way of supporting "social dialogue" at Community level, the Commission agreed with both sides of industry, with particular encouragement from the unions, that increased investment in training in new technology should be an essential component of European economic and social integration. With that end in mind, the Commission undertook to set aside Community resources, under the European Social Fund, to be used by both sides of industry to organise and conduct supranational, Community-wide training schemes for representatives of the interests of employers and employees who were using technologically innovative working methods.

In this context the ETUC decided, in 1986, to create AFETT - the Association for the European Training of Employees in Technology - the headquarters of which is in Brussels, and which is directed by Antonio MINIUTTI, a former ETUC Confederal Secretary.

The main task of AFETT is to promote convergence of trade union training and negotiation techniques associated with the spread of new technology to companies, with a view to developing a common approach to new union training needs in the framework of 1992, and to find solutions to problems which this period will cause the union organisations.

Since it was founded AFETT has organised, with the Commission's support, 15 courses of one to three weeks' duration focussing on both individual economic sectors and interprofessional themes.

Thanks to the experience it has gained through organising and administering these courses, AFETT has gradually developed working methods which promote the European dimension of trade union training, and it has devised training schemes, with the help of participants at its courses, which are likely, on account of the supranational nature of technological innovation, to be approved by, and gain financial support from the European Social Fund (cf ETUC brochure: "AFETT : an instrument promoting European trade unionism").

Working in conjunction with the ETUC and in close collaboration with the European Industry Committees representing the various branches, AFETT today has a

twofold task: it needs to pursue their combined work and give it further impetus on the Community level, and to coordinate with the Commission the various projects for trade union training which the ETUC and the Industry Committees propose to carry out jointly in the context of the European Social Fund's new provisions on "the social dialogue and new technology".

The ETUC and its affiliates have, in AFETT, an effective means of obtaining increased investment in trade union training in new technology, which is currently a crucial component of trade union activity owing to the technological changes which are proceeding apace in the wake of the completion of the Single Market.

9.2 European Trade Union College

At the Stockholm Congress, Friedrich Verzetnitsch, the President of the Oesterreichischer Gewerkschaftsbund, put forward a formal proposal to set up a European Trade Union College, and, after a series of planning meetings held in Brussels, Roskilde and Vienna, a draft proposal was prepared. At its February 1990 meeting the Executive Committee of the ETUC approved the establishment of the European Trade Union College and appointed Dr Jeff BRIDGFORD to be its first Coordinator.

As defined by its Statutes, the object of the College is to promote educational activities, schemes and exchanges at the European level within the trade unions affiliated to the ETUC. To this end, it proposes to:

- organise courses and seminars for the ETUC and its organisations as seen from the trade union point of view;
- develop cooperation between the education officers in national trade unions and the ETUCO;
- promote knowledge of economic, political and social developments at the European level;
- intensify cooperation amongst European educational institutions.

The first seminar of the ETUCO held in Moedling (Austria) from 1-7 July 1990 was attended by trade union education officers from many affiliates.

Constituting themselves as the Education Committee of the ETUCO, they were able to:

- define further the aims of the ETUC;
- set out criteria for seminar organisation (topics, planning, methodology, teaching materials);
- define the functions of the Education Committee and the role of the Coordinator;
- establish two medium-term project groups (teaching materials and evaluation);
- agree guidelines for seminar preparation and follow-up;
- make certain proposals as regards the financing of the ETUCO;
- and plan a series of ten seminars for 1991.

10 Industry committees

The ETUC and industry committees have continued their close cooperation. Most of the 15 committees have been present in the Executive Committee and other meetings and conferences organised by the ETUC. It has become a practice to organise informal meetings between the ETUC Secretariat and the industry committee representatives before the Executive Committee meetings.

In the Congress period of 1988-1991 the number of industry committees has risen by two to fifteen. In 1988 both the European Federation of Chemical and General Workers' Union (EFCGU) and the European Group of the International Federation of Journalists (EGJ) were officially recognized by the ETUC. The list of the 15 committees is now as follows:

- European Metalworkers' Federation in the Community (EMF)
- European Federation of Agricultural Workers' Unions in the European Community (EFA)
- European Regional Organisation of the International Federation of Commercial, Clerical and Technical Employees (EURO-FIET)

-
- Postal, Telegraph and Telephone International - European Committee (PTTI-E)
 - European Secretariat of Entertainment Trade Unions (EGAKU)
 - Contact Office of Miners' and Metalworkers' Free Unions in the European Communities
 - European Committee of Food, Catering and Allied Workers' Unions within the IUF (ECF-IUF)
 - European Public Services Industry Committee (EPSC)
 - Committee of Transport Workers' Unions in the European Community (CTWU-EC)
 - European Teachers' Trade Union Committee (ETUCE)
 - European Federation of Building and Woodworkers' Unions (EFCGU)
 - European Graphical Federation (EGF)
 - European Federation of Chemical and General Workers' Unions (EFCGU)
 - European Group of the International Federation of Journalists (EGJ)
 - European Trade Union Committee: Textiles, Clothing, Leather (ETUC-TCL)

The challenge of 1992 has led to a considerable increase in the work load of the industry committees. However, many of them are grossly understaffed and need more resources. Some do not even have an office in Brussels. At the same time, all the new norms and standards and the sectoral social dialogue require a more and more active input by the industry committees.

11 Interregional Trade Union Councils

The completion of the single internal market is a particularly sensitive issue in border regions: partly because freedom of movement for goods, capital and services is obliterating frontiers, but also because nothing satisfactory has so far been done to harmonize social insurance and social legislation. The challenge of 1992 is thus confronting border regions with fresh demands in such areas as supranational aspects of environmental problems, the development of cross-border transport in the Community's peripheral regions, and the use of public establishments such as schools by communities living either side of a national boundary.

These developments have stimulated an increase in the activities of the Interregional Trade Union Councils (ITUCs). New ITUCs have been set up (Piemont-Val d'Aoste; Liguria-Côte d'Azur) and some restructuring has taken

place among existing ones (Baden-Alsace-Basle). The Trade Union Committee for the Alpine Countries (ARGE-Alpes) was brought within the general coordination structure. The ETUC Secretariat currently coordinates the activities of the following ITUCs:

- Piemont-Val d'Aoste-Rhône-Alpes
- Saar-Lorraine-Luxembourg
- Maas-Rhine
- Weser/Ems-Noord-Nederland
- Alsace-Basel-Südbaden
- Rijn-Ijssel-Ems
- Nord/Pas de Calais-Hainaut/West Vlaanderen
- Lombardia-Ticino
- Pyrénées-Méditerranée
- Galicia-Norte de Portugal

The activities of the ITUCs help give a clearer focus to the ETUC's thinking on and demands for frontier regions. Among the more notable initiatives were:

- as a prolongation of the actions undertaken by all ITUCs during the European Environment Year, the Wenn - region (Weser/Ems/Nord/Niederlande) gave thought to labour market and environmental issues;
- the Saar-Lorraine-Luxembourg region (Longwy European development centre) dealt with infrastructural policy and alternative solutions for industrial restructuring;
- the Meuse-Rhine, Pyrenees-Mediterranean, and Nord-Pas-de-Calais/West-Hainaut region focussed on occupational training and training for trade unionists;
- the Basle-Tessin region gave in-depth consideration to the problem of frontier workers in Switzerland.

Both the Economic and Social Committee and the European Parliament have taken account of, reported and taken positions on the activities of the ITUCs. The European Commission has also entered the arena of ITUC concerns with its report on the situation of people living in frontier regions. The ETUC has secured the involvement of the presidents of the ITUCs in European Commission consultations. The particular problem of these regions has also been broached in the European

Commission's INTERREG programme. In October 1990, the ETUC Secretariat suggested to its affiliated confederations that ITUCs should take in the Commission programme.

The Interregional Conference organised as part of the broader Mobilisation Campaign provided another demonstration of the breadth and depth of ITUC initiatives; its conclusions, laid before the October 1990 Executive Committee, suggest that the activities of the ITUCs should be meshed more closely with the work of the ETUC.

The Luxembourg Congress will mark the first-ever attendance by two ITUC representatives as observers with speaking rights - a development encouraged by the ETUC Secretariat during the three years covered by this report whilst coordinating the work of the ITUCs.

With the opening up of frontiers in Central and Eastern Europe, the ETUC Secretariat has also proposed that its affiliated organisations should consider establishing new ITUCs and an all-round expansion of the existing network.

12 Relations with the other trade union organisations

12.1 International Confederation of Free Trade Unions (ICFTU)

Exchanges of information between the two organisations have been as fruitful as ever, and collaboration increased considerably as a consequence of the EC's decisions:

- to create an internal market, and, in conjunction with EFTA, a European Economic Area;
- to make decisive moves towards political union through the establishment of Economic and Monetary Union.

These policies will not merely affect the working conditions of European workers, but will also have an impact on those of people from other continents, if only in their commercial relationships with industrialised or developing countries.

The need for close cooperation between the ICFTU and the ETUC has become even clearer as a result of the upheavals in Eastern Europe. These developments will certainly have an effect on international and European trade union organisations.

We are pleased to report increased collaboration over these issues and that our relations have remained frank and open.

12.2 World Confederation of Labour (WCL)

Despite a few remaining formal difficulties in relations between the two organisations, contacts and cooperation have been built up significantly.

We can also note with interest the positive development of relations between the ICFTU and the WCL. This development is particularly significant at a time when we are aware that the World Federation of Trade Unions (WFTU) is finding it very difficult to adapt to changing circumstances and/or to reform its structure, and, on the other hand, business-oriented organisations, many of which promote individualism and discourage association, are looking to organise themselves on an international level.

It is therefore all the more vital to strengthen links between all movements associated with the ETUC. Relations between the WCL and the ETUC contribute to this objective.

12.3 Trade Union Advisory Committee to the OECD (TUAC)

Relations with this Committee are still limited to secretariat level. Given, however, that the European trade union organisations which are members of this Committee are all affiliated to the ETUC, informal political cooperation clearly takes place.

As in past years, we have helped in the preparatory stages of the work of this Committee, particularly in the formulation of the trade union positions prior to the World Economic Summits of 1988, 1989 and 1990.

The ETUC was represented in the various delegations met by the Heads of State at these Summits and in meetings with the OECD Administration.

We were also represented at the TUAC General Assemblies.

III. RELATIONS WITH EMPLOYERS AND INSTITUTIONS

1 European Social Dialogue

After the conclusion of the two "joint opinions" in November 1986 and March 1987, the Social Dialogue went through a relatively stagnant period until 12 January 1989 when a "high level" meeting was held with President DELORS and Commissioner PAPANDREOU which marked a relaunching of the Social Dialogue.

A Steering Group was set up, composed of a small group made up of the Presidents and General Secretaries of the ETUC organisations, CEEP and UNICE.

The Steering Group's task was to revive the Social Dialogue, define the issues it should cover, set up ad hoc working parties, examine joint opinions and determine in which ways the latter might be extended. As a consequence of this, 1989 and 1990 saw increased activity and the adoption of three joint opinions by UNICE, CEEP and the ETUC, as well as one ETUC-CEEP framework agreement.

The first of these joint opinions, which was adopted by the December 1989 Executive Committee, was concerned with education and training. The second, adopted at the April 1990 Executive Committee, was to do with the functioning of the labour market and professional and geographical mobility.

The third joint opinion, which was adopted in December 1989, concerned the transition of young people into adult and working life. The ETUC's desire to enhance the qualitative level of the Social Dialogue and to act more vigorously upon its results, has not yet gained support from UNICE, however CEEP (European Centre of Public Enterprises) agreed to work along those lines. Following an initial declaration of intent, adopted by the ETUC and CEEP in December 1989, negotiations began in earnest and led to the signing of the first European "Framework Agreement" by the respective Presidents and General Secretaries of our organisations, on 6 September 1990.

This Framework Agreement, which dealt predominantly with vocational training, represented a practical extension of the existing joint opinions on that issue,

however it also contained provisions for concrete action in two specific sectors, namely rail transport and energy distribution. It can thus be seen as a qualitative extension of the Social Dialogue. The Framework Agreement gives an unprecedented commitment to the establishment of contract-based policies on the European scale, developments can be properly monitored, and the application of the provisions is decentralised through dialogue between the interprofessional, sectoral and company negotiating levels.

Social Dialogue with UNICE has continued on two sensitive subjects which, at the time we write this report, are by no means certain to form the subject of joint opinions: these are the right to access to life-long training, and the adaptability and "flexibility" of the labour market.

It should also be noted that the Steering Group has thrown light on a number of issues, and has made particularly useful suggestions regarding extension of the joint opinions to the national and sectoral levels.

At the Steering Group meeting of 10 July 1990, UNICE accepted our proposal to draw up a joint opinion on extension to national level. A national Round Table meeting will be held for the first time in Italy in February 1991.

UNICE still refuses to participate in the Social Dialogue at sectoral level. Nevertheless, in spite of UNICE's reluctance, a number of sectors have engaged in Social Dialogue talks.

EURO-FIET have held talks with the business sector (adoption of a joint memorandum on vocational training and qualifications, and the setting up of a Social Dialogue steering group for this sector), the wholesale business sector (began in November 1990), the insurance sector (cautious start in July 1990), and the banking sector (informal talks since there was no mandate from the employers' organisations).

The Social Dialogue has been conducted on a firmer footing with EFA, since agriculture is the principal area of EC intervention. However, following the conclusion of an "agreement" with COPA in 1978 and 1981 on harmonisation of working time for agricultural workers, problems of implementation arose with Portugal.

In the face of inaction on the part of the employers' organisation, EFA threatened to break off all relations with COPA if the latter failed to enforce the agreement.

Collaboration has taken place in the construction industry between the EFBW and FIEC, the employers' organisation, on the issue of vocational training, particularly in the area of training in new technology, and the Social Dialogue made significant steps forward in 1990 with two plenary meetings on the Eurotechnet Community programme and health and safety problems.

Employers' resistance to the Social Dialogue is strong in the sector represented by the EMF (metallurgy). Tentative steps have however been taken in the shipbuilding and machine tool industries. The EMF has concentrated on trying to persuade multinational companies (such as Thomson, Bull and Volkswagen) to set up structures within European firms for information of, and discussions with their workforces.

Finally, ECF has had some success in Social Dialogue talks with multinational companies, in particular BSN, however it has been less successful with Unilever and Nestlé, despite the large-scale restructuring carried out by the latter. Regular talks have been held with the sugar industry, but these have not been on a formal Social Dialogue level.

2 European Commission

Contacts with the European Commission have developed over the past three years, especially in new areas such as regional policy where major work is now being accomplished.

Firstly, Commission President DELORS has been consistently concerned to establish a process of ongoing consultation with the ETUC and to report on the undertakings he gave to the Stockholm Congress. Discussions and exchanges of information with President DELORS, be it at the Executive Committee or the Finance and General Purposes Committees, have been outstandingly worthwhile.

Likewise with Commissioner PAPANDREOU, with whom the ETUC was able to establish productive, if on occasion "vigorous", contacts as at the April 1990 Executive

Committee, but always with the underlying aim of advancing the EC's social policy.

The ETUC also stepped up contacts with Commissioners and Directorates General to ensure that its views on the level of development of the internal market, problems related to economic and social cohesion and other matters were taken fully into account.

3 Standing Committee on Employment

The Standing Committee on Employment has met five times since the Stockholm Congress:

25 May 1988: "Attaining employment objectives"

The Chairman's conclusions underscored the general dissatisfaction with the lack of progress in bringing down unemployment and the relevance of the cooperative strategy for achieving economic growth and employment.

A press release issued by the European Trade Union Confederation laid responsibility firmly at the door of the deflationary policies pursued by national governments and companies who were failing to invest in the future while refusing to countenance either a shorter working week or a reduction in overtime working.

25 November 1989: "Continuing vocational training for adults"

The ETUC unreservedly endorsed the Chairman's conclusions which satisfactorily reflected the Confederation's own position.

10 March 1989: "Economic expansion, employment and social conditions"

The conclusions produced by the Chairman were fairly significant in setting forth the broad guidelines for EC actions to achieve convergence of social policies and for putting the reform of the Structural Funds into effect:

- information for workers affected by restructuring operations;
- legislation to put the new, atypical forms of employment on a more regular footing;

- consultation with both sides of industry over the use made of the Structural Funds;
- future convergence of systems governing working conditions;
- improved civil rights for immigrants.

10 November 1989: "Employment in Europe - Trends and Priorities" - title of the Commission's first "Report on Employment".

The Chairman concluded on the need to set up a "European Employment Observatory".

8 May 1990: "Combatting long-term unemployment"

The Chairman's conclusions stressed that problems of this order were particularly endemic in structurally-lagging regions and those in industrial decline. He also put forward a series of actions which had to be taken at all levels.

Additionally, at the Standing Committee on Employment meeting of 8 May 1990, EC Commissioner PAPANDEOU indicated her intent to strengthen and increase the efficiency of the Committee. To that end, the Irish Representation embarked on a series of informal consultations designed to provide the basis for a proposal by the Chair.

The ETUC Secretariat advanced the following opinions during these consultations:

- action had to be taken at two stages of the procedure: the preparatory phase and the conclusions. This meant the composition and functioning of the Steering Group and the use made by the Council of the Chair's conclusions;
- from the Council's side, the Steering Group could comprise the Troika together with a larger contingent from the social partners (with the same composition as the Troika, if needs be);
- the newly-expanded Steering Group should set the subjects for discussion by the Standing Committee on Employment for three half-yearly periods;

- in-depth research should be conducted on these topics by the European Employment Observatory and separate chapters be devoted to them in the annual Report on Employment;
- the Commission's role would remain unchanged, with the Report on Employment being prepared by DG V;
- The Steering Group would thus become a genuine forum for discussion with at least two meetings called for the purpose of enabling the various protagonists involved to reach agreement on the precise wording of the Chair's Conclusions;
- the Conclusions - officially presented to the Plenary Session of the Standing Committee on Employment - should then go on to be adopted by the Council of Social Affairs Ministers and would include operational indications for the Commission.

The basic proposal, strongly supported by the Workers' Group and the European Trade Union Confederation is for an amendment of the Treaties - especially Article 4 of the Treaty of Rome - raising the Economic and Social Committee to the status of a Community institution.

4 Council of Ministers

The greatest conceivable democratisation of the institution as it stands would be by the extension of majority voting to all decisions taken by the Council, with the possibility of qualified majority voting in limited exceptions.

To that might also be coupled the need to confer added stability and continuity on a body undergoing such regular twice-yearly changes.

The real problem, however, lies in its being overtaken by events as plans to create a European Political Union with a democratic body representative of the Member States gather pace.

Whatever the outcome of that, the discussion is wide open and the solutions it produces will vary according to the institutional form taken by Political Union.

5 The Economic and Social Committee

One problem remains on the agenda : the ETUC must devote greater attention to the Committee's activities and the problems it faces, and improve its cooperation with the Workers' Group.

The Secretariat's current workload scarcely allows these demands to be adequately met; the Executive Committee's work on "For a More Efficient ETUC" might end up finding some kind of solution.

In spite of these limitations, coordination between the ETUC and the ESC has proved fruitful on fundamentally important issues.

There has been close cooperation on the subject of the "Community Charter of Fundamental Social Rights". The ESC's "opinion" preceded and provided the inspiration for the positions of the Parliament and the Commission. As far as implementation of the Social Action Programme is concerned, the ETUC, the ESC and the Parliament have set up a cooperation procedure to draft amendments to the proposals from the Commission, with a view to speeding up the pace of their work.

There has been positive interaction on other important issues, such as regional policy, Mediterranean policy, solidarity between generations etc.

At the time of the convocation of the Intergovernmental Conference on European Political Union (December 1990), the Economic and Social Committee specified its proposals regarding its own role as an institution which would be submitted to the institutional preconference.

The basic proposal, which is strongly supported by the Workers' Group and the ETUC, is that the Treaties should be changed - particularly Article 4 of the Treaty of Rome - in such a way that the Economic and Social Committee be accorded the status of an institution.

6 European Parliament

The main developments since the Stockholm Congress have been the elections for the new European Parliament, the heightened level of parliamentary activity entailed by implementation of the cooperation procedure laid down in the Single Act and the increase in the ETUC's involvement with the Parliament in terms of work and influence.

6.1 The European Parliamentary elections - June 1989

For the second direct elections to the European Parliament, the ETUC had prepared a questionnaire which was circulated by the national organisations to all parliamentary candidates designed both to educate them on and secure their support for trade union demands. The substantial number of replies received in many countries not only provided a valuable basis for analysis, but also helped maintain contact with the newly-elected MEPs.

The April 1988 Committee adopted a solemn declaration on the role of the European Parliament, calling on workers to vote for those candidates who supported European trade union policies. This solemn declaration was printed in poster form in three languages and circulated widely.

6.2 The reinforcement of the European Parliament's activities

The cooperation procedure introduced by the Single Act, with the introduction of qualified majority voting for Council decisions in articles 100A and 118A, led to a substantial increase in the activity and influence of the European Parliament between 1988 and 1991, most notably on the "machinery" Directive, the "health and safety" Framework Directive, the Special Directives on VDUs and heavy weights, and the Directives arising out of the Social Action Programme.

This development has in turn led to an increasingly strong groundswell of demand among MEPs for more real democracy in the process of European integration. In deciding to call two parallel intergovernmental conferences - one on Economic and Monetary Union, the

other on Political Union - the Strasbourg and Dublin Councils were to a large extent bowing to pressure from the European Parliament to which the ETUC added its own weight, notably in the form of the resolution on Political Union passed by its April 1990 Executive Committee.

The European Parliament initiated and organised a preliminary inter-constitutional conference which the Economic and Social Committee was invited to attend as an observer, and combined Sessions of the European Parliament and delegations from national parliaments took place in late November 1990.

6.3 ETUC's work with the Parliament

Following the election of the new Parliament in June 1989 and the enhanced role conferred on it by the cooperation procedure, the ETUC stepped up the level of its representations to Parliament.

The initial step was to increase the number and frequency of meetings with the inter-fraction group, which designated our colleague, Pierre CARNITI, the Italian Socialist MEP, parliamentary coordinator.

In addition to the monthly meetings held during the plenary sessions in Strasbourg, twice yearly meetings are also held with the full Secretariat.

An Executive Committee session was held in Strasbourg in December 1989, and a meeting arranged with MEPs and the President of the European Parliament.

A major step forward was also achieved through the ETUC's monitoring of the Social Affairs Committee and contacts with the rapporteurs on projects of particular concern to the ETUC. A number of hearings were held at the request of the European Parliament.

These essential activities directed towards the European Parliament are placing an increasingly heavy workload on the ETUC Secretariat.

7 European Foundation for the Improvement of Living and Working Conditions (Dublin Foundation)

An energetic lead from its top management and Administration Board (with its four-year rotating chairmanship) has stimulated the continued development of the Foundation's activities.

Assuring a minimum degree of growth in the Foundation and extensive dissemination of its work both depend on the outcome of the annual budget battle, however.

The adoption of the new four-year programme for 1989-1991 enable new priorities to be set which, while continuing to place the main emphasis on exploratory studies also left scope for the Foundation to synchronize its work more closely with that of the Commission, particularly the implementation of the Social Action Programme.

The ETUC, whose Secretariat coordinates and advises the workers' group on the Administrative Board, advanced the idea that the Foundation should be made the nucleus of an information network acting as a clearing house on living and working conditions and giving pride of place to dissemination of the Foundation's work, particularly through the introduction and expansion of national round tables.

Over the past three years, the Foundation's work has been more widely disseminated to both sides of industry and the European Institutions (Commission, European Parliament, Economic and Social Committee).

The Foundation has now entered a new phase of reflecting on and defining its role between the European Environmental Agency set up by the Council, and the Health and Safety Agency, plans for which are currently in the pipeline.

The Dublin Foundation's tripartite structure means that it must remain a major complement to both these Agencies from which the two sides of industry are at present excluded.

8 Education and Vocational Training

Developments in education and vocational training policy have been generally marked both by a rise in the tempo of the Social Dialogue leading to a number of substantial achievements, with the notable exception of training leave, and by markedly increased funding for Community programmes.

The ETUC Secretariat coordinated activities connected with CEDEFOP and the Advisory Committee on Vocational Training, along with a number of the committees responsible for managing Community programmes such as COMETT, EUROTECHNET, FORCE, and so on. There was also a pronounced increase in consultations with national confederations and industry committees on participation in Community training programmes.

Politically, it became clear that moves to boost the role played by management and labour in vocational training ultimately also produced effects in countries where union involvement was less than a matter of course. After a patchy start, virtually all-round union involvement was achieved in such proposed schemes as the "Equivalence of Vocational Training Certificates". Increased involvement by both sides of industry, however, had widely varying repercussions in the uptake of Community programmes - on the union side, at least. And while the ETUC succeeded in getting 17 union projects accepted under COMETT I, and a lesser number of projects for a broadly equivalent volume under COMETT II, the trade unions are prevented from using these programmes to the best advantage by lack of the personnel needed to fully explore all the opportunities and to advise the unions locally. The Secretariat hopes to secure an improvement in this respect in the FORCE programme.

The Secretariat has paid particularly close attention to the work done by CEDEFOP, which still remains the only institution in this field to have both sides of industry fully represented on its Management Board. CEDEFOP has devoted a not inconsiderable proportion of its resources to the equivalence of vocational training certificates, and the CEDEFOP Workers' Group has repeatedly pressed for the Centre's overall budget to be increased. Following the departure of Felix KEMPF (DGB), for long the Workers' Group's spokesperson, the Group elected Anne-Françoise THEUNISSEN as its representative. The term of office of the Centre's

Director, former ETUC Secretary Ernst PIEHL, was extended. CEDEFOP's importance as an institution supportive of both sides of industry seems set to grow in the future.

The ETUC argued strongly in favour of the social partners' being guaranteed a full and active role in the newly-created European Foundation for Vocational Training (East-West) and that the new institution should have close geographical and other links with CEDEFOP. While its argument met with only partial success, participation by management and labour is expressly mentioned in the constituent instrument.

The close links between vocational training and education also led to heightened cooperation between the European Trade Union Committee for Education, the ETUC and vocational training specialists from the affiliated confederations. This led to the production of a joint memorandum on training policy (submitted to the December 1990 Executive Committee).

9 Council of Europe

The highlights of the ETUC's involvement with the work of the Council of Europe lie in its having secured a greater hearing for the views of both sides of industry, tightening up control procedures and improving the effectiveness of the Social Charter, and stimulating a European dynamic which goes beyond the bounds of the European Community alone.

The ETUC's activities were particularly well-received by the new Secretary General, Ms Catherine LALUMIERE, elected in May 1989. An official ETUC delegation to the Council of Europe headed by its President, Ernst BREIT, and its General Secretary, was received by Ms LALUMIERE on 27 September 1989, along with the President-in-office of the Committee of Ministers, the President of the Parliamentary Assembly, the Presidents of the European Commission on Human Rights and Social Affairs and the President of the European Court of Human Rights. This marked a new and constructive step forward in the ETUC's relations with the Council of Europe.

The first signs of that improvement came with the 4th Conference of Ministers of Labour in Copenhagen from 25-27 November 1989 when, for the first time ever, an

ETUC delegation was given the opportunity to address a full Council of Europe Intergovernmental Conference, when previously it had never got further than the preliminary hearings stage.

The ETUC proposed to the conference that a tripartite conference should be organised on the basis of the Kreisky report and also taking account of the changing situation in Central Europe. The proposal met with a favourable reception and the Council of Europe has scheduled a conference for the second half of 1991.

The Social Charter has also been ratified by several more countries. Among Community countries, Belgium ratified the Charter in October 1990, and should shortly be joined by Luxembourg and Portugal. Turkey has also ratified the Social Charter, except for articles 5 and 6 (concerning the right to form trade unions and the right of collective bargaining), demonstrating that the country's return to democracy remains largely a sham when the DISK remains a proscribed organisation and many union activists remain charged by military tribunals.

Nor can the British government's February 1990 denunciation of two articles of the Social Charter (night work for women and factory work by women) go unmentioned. Also of note is the fact that the Additional Protocol, which adds four new rights to the Charter (equal opportunities - information and consultation - working conditions - elderly persons) and has been open for ratification by Member States since May 1988, has been ratified to date only by Sweden.

The Council of Europe has acquired new members: Finland and San Marino in 1989. It has also opened its doors to Central European countries. Hungary was the first to be accepted in September 1990, but will be followed by Poland and Czechoslovakia in early 1991, with a concomitant increase in the Council of Europe's role and influence.

The ETUC also continued its work within the Council of Europe through the Liaison Committee responsible for scrutinizing the Council's annual programme of work and points of interest for the union movement, as well as within the European Youth Centre.

Finally, to add stature to the Social Charter, the new Secretary General transferred the Charter Division to

the Council of Europe's largest and most powerful Directorate - Human Rights - something the ETUC has long pressed for, and a group of experts is currently developing proposals on ways of increasing the effectiveness and control procedures of the Social Charter.

IV. ECONOMIC POLICY FOR FULL EMPLOYMENT

The economic context in which the ETUC has been seeking to pursue its employment objectives was generally more favourable in the Congress period than hitherto. At least until mid-way through 1990, quantitative growth was relatively high, aggregate levels of employment rose, and unemployment fell.

Thereafter, however, there were increasing signs of a new recession developing. And from a medium to longer term perspective deep concern about the inability and/or unwillingness of many - though not all - Western European economies to make the achievement of full employment their first priority has remained. Moreover, the apparent improvement in employment statistics frequently hid the fact that many of the new jobs created were part-time ones. The numbers of those unemployed for more than a year and for more than two years have stayed very high, and regional blackspots have continued.

As the ETUC has for long said, growth while essential is sufficient to get unemployment on a long-term downward path. Too many governments have not been prepared to adopt the necessary accompanying policies to deal with all the particular causes of unemployment - policies which have shown their worth in those countries which have kept unemployment low.

Thus, as the period under review comes to an end, there are ominous signs that unemployment is starting to increase again - and from a higher level than the previous low point.

1 Cooperative Strategy for Growth and Employment

The EC's Cooperative Strategy though elaborated by the Commission and endorsed by the social partners never received the practical backing of most Community governments.

The ETUC did ensure that the Strategy was reviewed by the Standing Employment Committee in May 1988, and discussed in the Macroeconomic Group of the Social Dialogue - particularly in relation to the Commission's Annual Economic Reports - but to little avail.

It has become clear that the Commission now regards the implementation of Economic and Monetary Union - on which governments generally are now highly committed - as being at the centre of its economic strategy, and in these circumstances the ETUC has sought to ensure that principles of "cooperation" - both between governments and between them and the social partners - and of " a strategy for growth and employment" are not lost.

2 Economic and Monetary Union

Shortly after the adoption by the Stockholm Congress of a specific resolution favourable to the development of Economic and Monetary Union, the European Council meeting in Hanover (27-28 June 1988) recalled that "in adopting the Single Act, the Member States of the Community confirmed the objective of progressive realisation of Economic and Monetary Union", and decided to set up a Committee under the President of the Commission, Mr DELORS, with the task of "studying and preparing concrete stages leading towards this union".

The Delors Report was considered by the Executive Committee at their June 1989 meeting in the light of the Stockholm Resolution, and they decided that an ETUC seminar on the issue should be organised. This took place in Brussels in March 1990 and was attended by over 70 representatives of affiliated organisations and industry committees.

On the basis of the Seminar's work, the Executive Committee in April 1990 adopted a statement on EMU. This insisted that:

- the key objectives of EMU should include full employment as well as price stability, and that in addition to the monetary policies necessary for monetary union, the Community would need to strengthen its economic policies to ensure that an economic union based on sound growth and high employment was also created;
- the financial and redistributive means available to the Community should be strengthened to ensure that EMU did not just result in the poorer regions getting poorer and the rich richer;

- the European System of Central Banks - EuroFed - should be democratically accountable and should promote growth, employment and cohesion rather than just price stability;
- progress in the Community's social dimension, and particularly on such issues on the information, consultation and participation rights of working people and the legal establishment of other basic rights to prevent social dumping, was essential to help promote the creation of a European Industrial Relations Area, since the adoption of a common currency and the inability of countries to change exchange rates would mean that collective bargaining would have increasingly to become European in character rather than just national.

In October 1990, the ETUI issued a publication based on the Seminar's results.

Also in October, the Executive Committee considered the Commission's proposals for the Intergovernmental Conference on EMU which was to open on 14th December 1990. The Commission were proposing, as in the Delors Report, that EuroFed should give top priority to the control of inflation and that it should be independent, but accepted that the new institution would have to be democratically accountable, especially to the European Parliament.

The Executive Committee continued to stress the need for much greater priority to be given to employment objectives, particularly through strengthening the Community's financial resources in order to promote cohesion, and through introducing majority voting on economic - as well as on all other - policy matters.

3 Commission's Employment Reports

At the plenary session of the Social Dialogue In January 1989, the Commission announced that it would henceforth be publishing annual reports on "Employment in Europe", and that it would consult the social partners on their content, both in the Social Dialogue exercise itself and through the Standing Employment Committee so that they could influence the policy conclusions which the Commission would suggest that the Council adopted.

The first report, for 1989, was discussed in the Social Dialogue in October 1989 and by the Standing Employment Committee in November 1989. The ETUC welcomed the Report for providing a mass of useful information and for underlining, yet again, that growth by itself was not sufficient to set unemployment on a sustainable long-term downward trend. The SEC reached similar conclusions but, alas, with little impact on official policies.

The Report for 1990 was discussed again by a Social Dialogue Group in September 1990 and by the Standing Employment Committee in October. The ETUC again generally welcomed the Report, but expressed concern both that its analysis and conclusions were not explicitly linked-up with the Community's on-going social debate, and that it said little about the potential implications for collective bargaining of both "1992" and of economic and monetary union.

The Standing Employment Committee concentrated particularly on the Report's analysis of the problems of less-developed regions and recommended, inter alia, that a high level international scientific working party should be established to present, within six months, proposals which could be used in a Community Action Programme for Cohesion.

4 Tax harmonisation

4.1 Value Added Tax and Excise Duties

In October 1988, the Executive Committee adopted a resolution designed to influence the Commission's proposals for the harmonisation and approximation of EC value added taxes and excise duties. A number of points made in the Statement were in fact reflected in the Commission's revised proposals published in May 1989, and this was welcomed by the Executive Committee in June 1989. Thus, the Commission agreed that:

- those countries currently applying zero rates would be allowed to continue to do so;
- the hitherto proposed standard rate band would be replaced by just an obligatory minimum rate, with countries being free to set higher rates;

- countries would be allowed much greater freedom to maintain different rates of excise duties;
- close EC-EFTA cooperation was promised.

Though it seemed unlikely that these points would be challenged, continued disagreement in the Council led the Commission in the first half of 1990 to make some further changes and to propose that the existing system whereby exports from one Community country to another were zero-rated, would be continued until the end of 1995. Tax frontiers on the borders of member states would still be abolished, but controls over VAT payments by registered people or companies would be carried out through a "postponed accounting-type" system.

With the exception of cars, which would have to pay the VAT rate of the country of the purchaser's domicile, no restrictions would be placed on individuals not subject to VAT wishing to cross frontiers in search of cheaper goods. It was the Commission's view that this should apply also to goods subject to excise duties - and this would in practice require the abolition of duty free shops - though the Council had yet to take a decision on this.

4.2 Taxation of income from interest

In May 1989, the Economic Committee had detailed discussions with the Commission on their proposals for a Community-wide withholding tax on interest income. The ETUC was told that nine member states already had this sort of tax. The alternative approach of compelling banks to make declarations to tax authorities of interest paid had been rejected because of the political difficulties of overcoming strong traditions in some countries of bank secrecy.

The need for effective measures should not be underestimated: at present, all countries have taxes in place for their own residents, but each exempt non-residents: this could lead to the nonsensical situation of citizens of each Community country placing their savings in a neighbouring Community country with the result that all tax authorities would suffer considerable revenue losses.

A Community system was therefore essential and a standard rate of 10 or 15% had been proposed by the Commission but rejected by the Council.

In June 1989, the Executive Committee adopted a resolution which reaffirmed:

- the principle that capital should move according to real investment criteria and not according to fiscal/financial ones;
- the need to counter tax evasion and avoidance;
- the necessity that income from capital as well as income from work should be taxed.

Although the Commission sought to have a decision taken before the full liberalisation of capital movements consequent upon Stage I of Economic and Monetary Union coming into effect from July 1990, this did not prove to be possible, despite the ETUC in June 1990 having written to all affiliated organisations urging them to take up again with their governments the need for them to support the Commission's proposals for a Community-wide withholding tax.

4.3 Tax policy in general

The ETUC's Committee on the Democratisation of the Economy has been following the issue of company taxation. With regard to possible consequences of Community attempts to harmonise taxes in general - which could lead to downward harmonisation and hence difficulties for governments to finance necessary public and social services - the Executive Committee noted in June 1990 that the ETUI was preparing a report on this issue. It was further agreed that the Commission should be asked to prepare a global communication on tax policy which took into account not just internal market considerations, but also those relating to macroeconomic policy, environmental policy and the financing requirements of the welfare services.

5 Economic and social cohesion

5.1 Reform of the Structural Funds, and Trade Union Participation

In the second half of 1988, the ETUC Secretariat strengthened its efforts to exert its influence on the final phases in the formulation of the reform of the Structural Funds.

This effort was only partially successful since the reform was unsatisfactory in two essential areas:

- greater integration of isolated funds which should be administered by clearly designated committees;
- the formal participation of both sides of industry in the establishment of objectives and in decision-making;

On the last point, we did manage to obtain the right to be consulted once a year on all the Community structural policies (Article 31, Paragraph 2 on EC Regulation No 4253/88, adopted by the Council on 19/12/1988).

Since it regarded this achievement as insufficient, the ETUC Secretariat resolved to obtain trade union participation in the implementation and follow-up stages of regional policy.

On 12 January 1989, at the Val Duchesse plenary session on the Social Dialogue, President DELORS resolved to promote trade union participation at national and Community level.

In the first half of 1989 a programme was launched with help from the Commission. This programme had to overcome much political apathy - on the part of the Community and the national governments - and many bureaucratic obstacles.

The programme on information and consultation of unions and management, agreed on by DG XVI, the ETUC and UNICE, was launched in October 1989 and completed in July 1990.

This programme, which entailed a considerable financial and organisational input, consisted of 13 national seminars, attended by approximately 350 trade union regional delegates, who had to organise 13 official meetings attended by representatives of the Commission, the national and regional governments, the ETUC and national and regional trade unions, UNICE and the national employers' organisations. The subject of these meetings was information and consultation of national development programmes and Community support frameworks.

For almost all the countries concerned this was their first encounter with the question of regional policy, and almost all the governments involved undertook to involve trade unions, from now on, in activities at national and regional level.

5.2 Aspects of regional policy: Mediterranean policy

In November 1989 the 2nd Mediterranean Conference took place in Barcelona, the aim of which was to review the situation regarding reform of the Structural Fund and to give concrete expression to the conclusions drawn at the Athens Conference where it was decided that a Community regional policy was needed which took account of the geopolitical position of the Southern countries within the EC. As a result of this, trade union representatives of Mediterranean third countries were also invited to Barcelona.

The conclusions reached at the Barcelona Conference were adopted by the ETUC Executive Committee in its resolution of 14 June 1990, which contained the following stipulations (amongst others):

- it was affirmed that there was a need for "coordination between the action of the Structural Funds and more generally of economic policies for the growth of the under-developed regions in the south of the Community and an overall Mediterranean policy covering the Community's specific relations with each of these countries or with the existing regional groupings";
- it was stressed that the new Mediterranean policy adopted by the Commission on 22 May 1990 represented a step in that direction;

- it was decided that an ETUC standing working party should be set up to deal with Mediterranean policy, and that a conference should be held once a year.

5.3 The Conference on "economic and social cohesion : trade union participation in Community regional policy"

This conference took place on 15-16 October 1990, and was attended by 350 trade union regional representatives who were interested in the programme, which was organised with the Commission's help.

The conference's aims were to exchange views and experience on the matter and to decide on a list of demands the ETUC should make on the subject of economic and social cohesion and present this list as a proposal to the Executive Committee.

6 **Kreisky Report**

The Kreisky Report "A programme for full employment in the 1990s" was published in April 1989. The ETUC, which had participated actively in the work of the Kreisky Commission, also helped distribute widely the Report. Its conclusions were, inter alia, drawn upon in the ETUC's March 1990 Seminar on Economic and Monetary Union, and in the ETUC's on-going work on infrastructure and environmental policy.

The ETUC was saddened to learn of the death of Mr Kreisky in July 1990.

7 **Infrastructure investments**

The Economic Committee at their September 1989 and January 1990 meetings reviewed the need for large-scale infrastructure projects in Europe and discussions were held with the European Investment Bank. They learnt that the EIB could only respond to requests for financing specific projects and could not itself take initiatives. The Committee concluded that the establishment of a

separate European Infrastructure Agency should be supported to identify, and to then help to finance long-term needs, possibly through interest rate subsidies.

8 GATT Uruguay Round

In June 1990, the Economic Committee discussed the state of the GATT negotiations with the EC Commission. These negotiations have also been regularly monitored in the EFTA Consultative Committee.

It was agreed that the ETUC should write once more to the European institutions reiterating the importance it attached to basic minimum rights being assured at the international as well as at the European level, and insisting that provision should be made for the respect of such rights in the constitution of GATT, or of any successor organisation. It was also agreed that the affiliated organisations should be asked to contact their governments to press for the inclusion of a clause covering the safeguarding of fundamental workers' rights in the EC's Generalised Scheme of Preferences for the 1990s which the Commission was reviewing.

In December 1990, the Ministerial Session of GATT broke down as a result of a dispute centering around agricultural support policies, as well as trade in services.

9 Public procurement

The ETUC, in close cooperation with the industry committees most concerned, has sought to follow very closely the EC Commission's work to open up public procurement. The work has centred in particular on the addition of "social clauses" to the various Commission draft directives. There are three types of such clauses:

- "terms and conditions" labour clauses, designed to guarantee that all contractors - i.e. both domestic contractors and those from another Community country (or non-Community country) - respect the existing terms and conditions of working people (whether set by law or collective agreement) in the place where work is carried out;

- a second type of labour clause designed to allow public authorities to discriminate in favour of contractors who give preference in their hiring to certain categories of worker;
- a regional clause designed to allow public authorities to continue to exempt some regions or parts of them from the full opening of public procurement in order to assist their development.

With regard to the public works directive - which set the model for other directives, the European Parliament adopted amendments by an absolute majority which were very close to the ETUC's positions, but the British, Portuguese, and Greek governments, by threatening to vote against the Directive as a whole, were able to persuade other governments to water down the text with the result that the final Directive allows, but does not oblige, contracting authorities to impose conditions relating to the employment protection provisions and the working conditions.

The ETUC accordingly welcomed the Commission's decision, in its Social Action Programme, that it would introduce instruments (the ETUC continues to want directives however) on the introduction of a labour clause into public contracts, and on the "working conditions applicable to workers from another state performing work in the host country in the framework of the freedom to provide services, especially on behalf of a sub-contracting undertaking". The ETUC was "pre-consulted" by the Commission's services on the latter instrument in October 1990.

Consultation on the labour clauses in public contracts will take place in 1991. However, as a result of advice given by the European Court of Justice, it now appears that a local authority, if it so wishes, can oblige successful tenders to take on certain categories of workers - provided, however, that national laws don't prohibit this.

With regard to regional clauses, all the procurement directives have similar provisions allowing the maintenance of existing regional preferential schemes but only until the end of 1992 (i.e. they are of very limited practical value).

10 EFTA and the European Economic Area

The ETUC has continued to participate as a permanent observer in the work of the EFTA's Consultative Committee. In addition to its own thrice-yearly meetings, this Committee has also continued to hold twice-yearly meetings with the EC's EcoSoc. All these meetings have in recent years been heavily dominated by EC-EFTA relations, and more specifically since the beginning of 1990 with the negotiations on creating a European Economic Area.

Earlier in March 1989, the ETUC had called on EFTA Prime Ministers at the Oslo Summit meeting to agree that EFTA should be given the competence and representativity so that it could be used as a common instrument for the negotiation and conclusion of agreements with the EC. This would require the strengthening of existing EFTA institutions and of the Secretariat, and the creation of new instruments for dispute settlement and enforcement.

The ETUC also said that the EFTA Prime Ministers should make it clear that the sort of future EC-EFTA cooperation they were seeking went well beyond the economic and industrial aspects of the Single Market, and included active EFTA participation in completing Europe's social dimension.

Very shortly after the EFTA Summit, EC and EFTA Foreign Ministers met and agreed to establish a High-Level Steering Group with five working groups (on the four freedoms of people, goods, services and capital, and on institutional questions). In October, EFTA Ministers examined the work of the High-Level Steering Group and its working groups and concluded that sufficient common ground had been identified for an EC-EFTA Ministerial meeting in December to give a clear political signal to open negotiations early in 1990 on a comprehensive EEA Agreement.

In December 1989, the Executive Committee welcomed these developments; as did a special meeting of the central trade union organisations of the EFTA countries which was held in Stockholm in January 1990.

With the formal EEA negotiations due to open in June 1990, and with the refusal of the EFTA Secretariat to finance a separate EFTA trade union consultative group, the Executive Committee in April 1990 decided to

establish its own EFTA Working Group. This first met in May and agreed on a statement to present to the Swedish Trade Minister (Mrs Gradin) in her capacity as Chair of EFTA at a meeting arranged in Gothenberg on 11th June. At this meeting, the ETUC's working group was assured that they would be kept fully informed about the course of the EEA negotiations. The Minister accepted that the EEA had to have a social dimension of the sort set out in a joint EC-EcoSoc and EFTA Consultative Committee statement. Discussions are continuing on the establishment in EFTA and/or the EEA of an information and consultation structure for the social partners along the lines of that existing in the EC.

A second meeting of the Working Group was held in Geneva in September at which the Deputy Secretary General of EFTA, Mr Johansson, gave a briefing on the state of the negotiations. The Group also reviewed the implications for the negotiations of developments in Sweden which held out the prospect that that country would apply to join the EC (in addition to Austria and, possibly, Norway).

It was recognised that the Community was unlikely to accept new members before 1993 or 1994 or even later, and that therefore for the immediate future the EEA offered the only basis for closer EC-EFTA relations.

V. INVESTING IN EMPLOYMENT AND BETTER WORKING CONDITIONS

1 Working for fundamental social rights

The ETUC has been very active over the past three years in working to restore balance to European integration by incorporating a social dimension into the Internal Market.

The first major step came with completion of the ETUC's European Social Programme - two years of in-house activity culminating in the definition of the two processes (legislative and free collective bargaining) and the five levels (European, sectoral, multinational, national and regional) of the European social dimension, not just for the Community alone but for Western Europe as a whole.

The Programme was unanimously adopted by the Executive Committee meeting of February 1988.

It was further amplified and clarified at the Stockholm Congress and buttressed the ETUC's campaigns to have a solid base of legislatively-guaranteed fundamental social rights established at Community level.

With each change of Community Presidency, the ETUC continued to press for acceptance of, and concrete action on, this demand by both Council and Commission.

Taking the specific resolution on "1992 and the Hanover Summit" adopted by the Stockholm Congress as its starting point, the ETUC continued to develop its proposals under the Spanish Presidency with the October 1988 Executive Committee resolution on "The Social Dimension of the Internal Market" and through proposals for a Community Charter of Fundamental Social Rights submitted to and adopted by the December 1988 Executive Committee.

The ETUC's work had a considerable influence on that of both the Economic and Social Committee and the European Parliament in the wake of the Commission's own decision to put forward a Community Charter of Fundamental Social Rights.

During the Rhodes European Council under the Greek Presidency, the Executive Committee adopted a resolution on "Legally guaranteed fundamental social rights: a necessity for Social Europe".

Finally, the French Presidency saw eleven of the twelve Heads of State and Government adopt the Community Charter of Fundamental Social Rights at the Strasbourg European Council of December 1989. This was a major political achievement, but not one which effectively guaranteed the rights promulgated by the Charter. In response to pressure from the ETUC, however, the Commission supplemented the Charter with a Social Action Programme of 47 proposals for Community action or legislation designed to give concrete effect to the Charter. Having won the first battle, therefore, the ETUC was obliged to resume its social rights struggle to make headway with these proposals.

By early 1990, the Commission had already produced proposals for legislation on six of the most important of these rights, namely:

- three Directives on the protection of workers in atypical employment relationships;
- a Directive on the reorganisation of working time;
- a Directive on the protection for women during pregnancy and following childbirth;
- a Directive on the establishment of a standard form of employment contract;
- a Directive on information and consultation of workers in companies of a European dimension;
- a Directive on cross-border subcontracting.

The ETUC's critical examination of these various legislative proposals led it to put forward proposals of its own to meet two types of shortcomings:

- the insubstantiality of certain of the Commission proposals; and
- the weakness of the legal bases used, resulting from the Treaty as it currently stands.

This prompted the ETUC to step up its campaign to have the Treaty amended by the Intergovernmental Conferences on Economic and Monetary Union, and Political Union, respectively, while continuing to work for acceptable results at the earliest possible juncture. Its action was buttressed by an Executive Committee resolution passed in late 1990 under the Irish Presidency entitled "Social Europe Now", and to an even greater extent by the working document on reform of the Treaty produced in October 1990 containing concrete proposals for 36 amendments, 9 of them essential for incorporating the social dimension on an equal footing with economic aspects. Many of the proposed amendments contained in the document have been taken up by the European Parliament.

2 More efficiently coordinated collective bargaining

In response to a 1989 Executive Committee request for more efficient coordination of the demands of ETUC affiliated organisations, the Collective Bargaining Committee, which meets annually in association with the ETUI to take stock of collective bargaining in the previous year and to outline the prospects for forthcoming negotiations, went beyond its normal remit in order to address the Executive Committee's concerns.

The November 1989 Committee endeavoured to evolve a series of common aims to be promoted in line with the particular objectives and the tempo of bargaining of the various affiliated organisations.

An initial document detailing these objectives was examined by the December 1989 Executive Committee and a policy declaration on collective bargaining was adopted at their April 1990 Executive Committee meeting.

Three objectives were adopted:

- The reduction and reorganisation of working time:

The 35-hour week remains one of our core demands. 1989 saw renewed campaigning for shorter working hours, crowned by a major achievement for the IG Metall metalworkers in their struggle for the 35-hour working week, but also significant successes for British metalworkers, Dutch building workers

and Finnish workers. The Executive Committee also adopted a resolution on "the introduction and limitation of night work".

- Part-time work:

This type of work has expanded more rapidly than any other in recent years. Unfortunately, most of it has been of the low-skilled variety, in poor working conditions and mostly affecting non-salaried employees. The ETUC therefore defined proper conditions for the use of part-time work, thereby addressing the terms of a specific resolution tabled by our TUC colleagues at the Stockholm Congress. The ETUC also took the opportunity to further clarify its positions on part-time work in a policy statement presented during the consultations to prepare the Directives on atypical forms of work.

- Pay policy for public servants and public sector workers:

The stringent budgetary policies conducted by many governments have led to a perceptible decline in many public sectors and worsening pay and working conditions for public sector workers - a situation which calls, among other things, for a policy to upgrade pay and skills. The December 1989 Executive Committee took precisely this stance in its resolution on "the role of public services and companies in the completion of the internal market".

3 Small and Medium-Sized Enterprises (SMEs)

Among the ETUC's concerns in monitoring the industrial relations position in SMEs and the impact of the internal market on them has been to forestall the emergence of a two-speed social Europe under pressure from certain lobbies, with one law for large companies and another, with lower standards, for smaller firms.

The work undertaken since 1989 with the SME Task Force - a unit within the newly created DG XXIII - was continued. With the Directorate's assistance, four industry workshops were held in 1989 and 1990 with the

EFBWW, the EMF, EURO-FIET and the CTWU-EC on the situation of workers in smaller firms in the building, metalworking, commerce and road transport sectors, respectively. A series of national workshops will be held starting in 1991.

4 Social tourism

The ETUC's foremost concern here was that European Tourism Year should be marked by emphasizing the important role of social tourism in giving workers and their families the chance to enjoy affordable, high-quality holidays and leisure pursuits.

In order to improve the lot of workers in this industry, however, a workshop was staged in November 1989 to clarify the objectives and proposals advanced by the ETUC, its member organisations and allied organisations in the tourism sector. A Working Party was also set up. A resolution passed by the June 1990 Executive Committee was presented to Commissioner CARDOSA E CUNHA and to the Italian Presidency, which organised the first-ever Council of Tourism Ministers.

5 Freedom of movement of migrant workers

On 20 and 21 April 1989 the ETUC Executive Committee adopted a resolution on "The Europe of citizens and the right for the nationals of Member States to vote in local elections in the Member State in which they reside".

In this resolution the ETUC supported the initiative, which came from the Commission, proposed a number of amendments and demanded that:

- this right be extended to immigrants from third countries;
- provision be made for a uniform procedure for the election of the European Parliament.

Particular attention has been given to the problem of the status of migrant workers from non-Community

states; this problem has been accentuated recently by the proposed elimination of internal borders and creation of a European labour market.

With a view to developing a basic ETUC position on the subject, the Executive Committee approved, on 14 and 15 December 1989, a "Framework declaration on the integration of non-Community workers into the European labour market", and a resolution on the "entry, residence and freedom of movement of migrant workers in a Community Member State".

This resolution was intended to encourage the Council to look at this matter as a task to be accomplished by the Community, and to affirm the principle of equal rights for workers from the EC and migrant workers.

6 Research and technology : industrial restructuring

The Single Act has opened up new opportunities in the field of research and technology. In the period covered by this report, a new EC framework plan was conceived for this area, which was given practical expression through a series of programmes. The ETUC Working Group "Industrial Research and Technology" insisted that Community policy should be reinforced in the areas of the ergonomic structuring of technology, regional technological policy, environmental research, and research which would benefit developing countries. These areas of policy have indeed been developed, at the expense of microelectronics and nuclear research. The ETUC Secretariat has concentrated its efforts and proposals on two important areas:

- the first is the project "Towards a more humane structuring of technology", which is part of the FAST-SAST-MONITOR Programme: the ETUC has three representatives on the project's committee;
- the second is the "Archipelago" project, which is concerned with the question of promoting technology in the regions.

In addition to these initiatives, the ETUC has increasingly become a reference point for scientists and researchers who wish to study issues of interest to trade unionists in a number of specialised fields, (particularly social research), as part of

Community research programmes. This development was encouraged by the holding of conferences on cooperation between research institutes and trade unions, which were supported financially by the Commission. Such conferences have been held in Denmark, Great Britain, Germany, France, Italy, Spain and Greece. In all, these conferences have been attended by approximately 2000 researchers and trade unionists over the period covered by this report. In the same context, the ETUC has had contact with the Coordinating Committee of the Conference of Principals in the Community. Both organisations spoke of their improved cooperation in a joint letter to the President of the Commission, Mr DELORS.

In spite of all this activity, the level of involvement of the ETUC in the official EC consultative frameworks leaves much to be desired. It is true that the competent ETUC Confederal Secretary is a member of the IRDAC (Industrial Research and Development Advisory Committee), and he/she can also send delegates to various working parties. However these options, which also include one or two genuine meetings per year, are nothing compared to those enjoyed by industrialists. After discussions with the ETUC Research and Technology Committee, the Secretariat asked the Commission to allow the ETUC to set up working parties of its own, in three sectors, which should receive the same kind of support from the Commission as the IRDAC working parties. Although we have not as yet received an official reply to this request, the Secretariat acted on the results of these discussions but unfortunately the inaugural meeting of a Biotechnology Working Group due in November 1990 had to be postponed for technical reasons.

7 European media policy

Having adopted a Memorandum on media policy before the last Congress, the ETUC had a good basis for influencing European media policy. The adoption of the Directive "Television without frontiers" marked a turning point in the development of the media within Europe.

Whilst some of the ETUC's suggestions were upheld, the general effect of the Commission Directive was to increase the commercial aspect of the media and to force the national authorities to accept more advertising. Scarcely any other Community policy has been influenced

to the same extent by pressure groups - in this case the latter ranged from advertising agencies to private institutions.

The ETUC Secretariat held their first conference with trade union representatives of the media in November 1988 in Karlsruhe, with the help of the city's Centre for Art and the Media. This conference also sparked off discussion of increased cooperation between European trade unions representing the media.

As a first step, the ETUC accepted the affiliation of the European Graphical Federation, on 23-24 April 1987, and of the European Group of Journalists, on 20-21 April 1989. Following discussions at the Executive Committee, the Secretariat assisted in the setting up a European Trade Union Media Forum, which comprised three ETUC-affiliated industry committees: the EGAKU, the EGF and the EGJ, and representatives of the European Coordinating Committee of the FIM-FIA-FISTAV. Their stated aim was to establish, through informal cooperation initially, a framework which would permit them to have a greater say in European media policy, and to put a stop to the growing splits between unions in a sector which was becoming increasingly dominated by multinational companies.

Influence must also be regained on the political front. The European Commission has not seemed open to the idea of participation of the social partners in the formulation of media policy though it has allowed this in several other areas of Community policy. Repeated requests from the ETUC to the Commission that the unions be given a place on a consultative committee have fallen on deaf ears.

In its MEDIA programme, the Commission has shown less interest in new initiatives than it has in wooing - sometimes indirectly - big business.

As yet, no reliable Community instruments exist to block concentration in the media sector, so diversity of opinion is constantly under threat.

The Secretariat has encouraged an enquiry into the operations of those who control the media, through its support for research which, it should be noted, was sponsored not by DG X, but DG V. The ETUC has continued to cooperate with the European Media Institute in Manchester, and has also participated in the work of the European Media Forum. One initiative which should have

involved the ETUC in the setting up of the "Channel E" satellite television programme had to be abandoned for reasons of time and money. In 1991 there are plans to organise a working party to investigate trade union films in Europe, and to hold a large conference on the media under the auspices of the European Trade Union Media Forum.

8 European environment policy

The Single Act and a growing awareness of environmental problems among the general public have led the EC Commission to place environment policy higher on the agenda, the practical outcome of which has been the production of an unprecedented number of proposals for Directives and Community initiatives.

The Commission's manifest commitment has trickled through only very slowly into policy results, however, with only four Directives adopted in 1989 and a further five in 1990. The endless wrangling over the "clean cars" issue illustrated the difficulties encountered by the Environment Council in reaching the common positions essential to progress.

The ETUC Working Group on the Environment held two meetings a year with Commission officials at which it stressed the need to contend with the many threats imperilling the environment. In a meeting with the Working Group on 5-6 October 1990, the Commissioner in charge of the Environment portfolio, Mr Carlo RIPA DI MEANA, advised us of his intention to convene all the parties involved with environmental issues to a special meeting ("assizes") with the aim of giving a fresh impetus to environment policy. The Director General of DG XI, Mr Laurens BRINKHORST, assured us in a meeting on 15 March 1990 that the union movement would be regularly consulted on the proposals put forward by the Commission.

In an exchange of letters with the Commission, we pledged our support for the European Environmental Agency being equipped with substantive powers and resources going beyond the mere collection and interpretation of data. We welcomed the Community strategy on waste management, which encompasses prevention, reclamation, elimination, transport and rehabilitation of contaminated sites. We supported the principle that waste should be processed in the country of origin in order to avoid the cross-border transport of waste materials.

The publication of the report by the Task Force on the Internal Market and the Environment allowed us to underscore that the benefits of the internal market could be negated unless high standards of environmental protection were adopted. This enabled us to initiate discussions on the development of economic instruments capable of inducing price-led changes in the ecological behaviour of the public.

On 24 September 1990, the group had a meeting with the European Commission official responsible for the Green Paper on the Environment. We emphasized that the increasing importance assumed by "non-work activities" in society meant that involvement by local residents in the design and management of their community and quality of life was becoming a necessity. The Commission must encourage the interchange of experiences between European towns and prepare pilot schemes designed to improve the urban environment.

The Working Group on the Environment followed with interest the work accomplished by the Dublin Foundation for the Improvement of Living and Working Conditions, in particular that relating to studies on waste management and staff training for environment-related jobs.

The ETUC made an active contribution to the Bergen (N) Conference in connection with the UN-Europe follow-up on the Brundtland Report on sustainable growth. This was the first-ever conference to bring governments and non-governmental organizations (employers, trade unions, chambers of commerce, environmental organizations and youth groups) face to face; it called for more international action and argued in favour of giving more powers to international institutions.

9 Advisory Committee on Health and Safety

Acting on the basis of resolutions passed at various congresses, (particularly at Munich in 1979), the ETUC demanded that the European institutions adopt directives on the protection of health and safety of workers at the workplace. The ETUC considers it vital that the national authorities adopt legislative measures in this area, since we have noted a tendency amongst national governments to deregulate and reduce provision for inspection of working conditions, whilst employers, for their part, have tended to fail to apply legal

requirements. Moreover, current legislation is often insufficiently adapted to the new forms of risks resulting from new technology and new working methods (uncertainty regarding contracts, subcontracting, etc.). The Council adopted four directives in the eighties before the ratification of the Single Act, which were concerned with factors liable to endanger the health of working people; three of these directives specified limits for exposure to lead, asbestos and noise, however none of them spelt out the obligations on employers to apply preventive measures.

The decision to complete the Single Market, with its particular effect on machines, on 1 January 1993, revealed the pressing need for wide-ranging, coherent measures aimed at protecting the health and safety of workers in Europe.

In 1988 the ETUC asked for a clear definition of the responsibilities of employers and the national authorities, and of possible spheres of influence open to workers and their representatives. With the same end in mind, the ETUC demanded that a framework directive be adopted, which would form a legal basis for specific directives aimed at confronting the various risks and factors which endanger health and safety.

The ETUC has expressed reservations concerning the conditions the Commission intends to impose as it creates a single market for machinery, and we have been concerned at the liberalisation of markets which has taken place without any parallel guarantee that a high degree of safety be incorporated in the production stage of machinery and equipment. In this regard, the ETUC was specifically concerned about certification and inspection procedures, and repeatedly stressed the need for national authorities to assume their responsibilities, and the important role to be played by Europe-wide harmonisation of legislation in laying down the basic requirements of health and safety.

This led to the creation by the ETUC, following an Executive Committee decision in October 1988, of the European Trade Union Technical Bureau for Health and Safety. The TUTB was founded with financial support from the Commission, but also from EFTA, so this can be seen as a timely trade union initiative in anticipation of the creation of the European Economic Area (EEA).

In June 1989 the Council adopted both a Framework Directive, based on Article 118a of the Treaty, on the

implementation of measures to promote the health and safety of working people beginning jobs, and a Directive, based on Article 100a, on the harmonisation of legislation in the Member States concerning machines. As a result of the combined efforts of the ETUC and the European Parliament, this Directive requires Member States to ensure that the social partners have a say in the drafting and observance of the harmonised standards. In a report it published on the role of the social partners in the standardisation of European legislation, the ETUC stressed that there was a shortfall in the influence of the social partners in these areas and in the financial means accorded to them. The TUTB has an influential role to play in these matters through its dealings with the Commission and EFTA, which mandate the European Standards institutes to prepare harmonised standards. The TUTB signed an agreement to cooperate on standardisation with the Directorate-General for the Internal Market and Industrial Affairs.

Subsequently the Council adopted five specific directives laid down by Article 16 of the Framework Directive of 1989 (89/391) :

- minimal prescriptions for places of work (89/654);
- minimal prescriptions on the use of machinery by workers at the workplace (89/655);
- minimal prescriptions on the use of equipment for personal protection by workers at the workplace (89/656);
- minimal prescriptions on the handling of heavy goods liable to cause injury to workers, notably to the thoraco-lumbar spine (90/269);
- minimal prescriptions relating to work on machines with VDUs (90/270);
- protection of workers against risks from exposure to carcinogenic agents during their work (90/394).

The Council also adopted a directive recently on protection of workers against risks associated with exposure to biological agents.

In the wake of the adoption of the Framework Directive, the ETUC and the Workers' Group of the Advisory Committee took stock of the decisions which had been taken, at a seminar they held in Toulouse in March

1989. They noted that the Council had not fulfilled all the proposals submitted by the Workers' Group and the ETUC particularly as regards the participation of workers; the seminar demanded that the Commission complete in full the 3rd Action Programme and interpret the provisions of Article 118a in a broad sense: this would include all risks to which workers are exposed and thereby safeguard their physical and mental wellbeing. They also demanded that the Commission and the Member States guarantee that workers enjoy a high level of protection, and that the former help to maintain constant improvements in the working environment. The fact that the Council has adopted a large number of directives means that the Member States must retranscribe some Community principles and that they:

- cannot simply conform to European legislation but must take stronger measures to ensure protection, in line with Article 118a;
- must ensure, in applying Community principles, the information, consultation and participation of the social partners, undertake to adopt policies of risk prevention, and make the inspection of protective measures used by employers a matter of public law with adequate sanctions available;
- and must, finally, give work inspectorates adequate means with which to carry out their task.

At the Community level, the Commission may no longer limit its activities to checking that European legislation is adhered to, but it should construct a Europe-wide policy on health and safety, and should associate the social partners in the drafting and application of Community health and safety policies.

During this key period for the retranscription and application of Community standards, the ETUC Secretariat held a joint seminar with the TUTB in July 1990 on EC/EFTA cooperation on health and safety standards. The Workers' Group of the ACHS and representatives of ETUC affiliates in EFTA countries took part in the seminar. A seminar on the inspection of work in the Community was also organised, in October 1990, attended by representatives of affiliated organisations and industry committees.

VI. JUSTICE AND SOCIAL SECURITY

1 The Community Charter of Fundamental Social Rights

However fraught with imperfections, this Charter is the most significant contribution to the field of social justice. Its main concerns are:

- fair payment for work;
- an adequate level of social protection;
- provision of unemployment benefits;
- social protection and subsistence allowances for the elderly;
- handicapped persons.

The importance of these concerns are not reflected sufficiently in the Commission's Action Programme, which is limited to certain recommendations, a memorandum and provision for further action programmes, and fails to incorporate any directive or regulation.

2 Social security

Social security objectives and strategies for bringing social security benefits into line with changes within society, such as increased longevity, are, and will doubtless remain, at the forefront of political debate.

The 6th Statutory Congress of the ETUC adopted "the strategy of convergence of objectives" as an intermediate stage in the process towards harmonisation of social security systems.

The current debate has been conducted at a variety of meetings, at which the ETUC has been represented, including Commission seminars and international congresses.

Two recommendations from the Council, one on common objectives regarding social protection and the other on financial resources, are expected to be published in 1991.

In 1989 the Executive Committee carried two resolutions, one on "priority demands" and the other on the financing of social security systems. In the latter the ETUC reviewed the various causes of the current or foreseeable financial crises in certain countries, which included the influences of demographic factors, the replacement of the labour force by new technology and worsening unemployment: in short these amounted to a reduction in the tax base. The resolution rejected privatisation schemes, and insisted that all governments have a duty to ensure that social security is properly financed according to the principle of solidarity, that public expenditure needs to be organised better, that tax "evasion" must be resisted, that the financial outlay of states should be increased in proportion to the growth of their economies and that the former should base employers' contributions on the relative profitability of their companies.

VII. DEMOCRATISATION OF THE ECONOMY AND SOCIETY THROUGH THE EXTENSION OF WORKERS' RIGHTS

The Stockholm Congress emphasised the ETUC's work in the area of democratising the economy, and thus attached considerable importance to this issue in the context of internal market completion.

The ETUC Committee on Democratisation of the Economy was given the task of concerting the activities of the affiliated confederations and the industry committees. Taking the EC Commission's Memorandum on the European Company Statute as its starting-point, the ETUC undertook to explore in depth all questions of information, consultation and participation of workers, which led it to adopt several positions:

- a position on the Commission's Memorandum itself, to which the ETUC added its own Memorandum; these were adopted by the Executive Committee at its Madrid meeting in October 1988;
- a resolution on the European Company Statute in December 1988;
- an ETUC resolution on the Commission's proposal for a directive, which was adopted by the Executive Committee in October 1989.

At an early stage, the ETUC Secretariat was able to call on group of highly qualified legal experts, (Lord WEDDERBURN, A. LYON-CAEN, Tomas SALA FRANCO, Tiziano TREU and a former member of the Swedish Works Tribunal, Toivo ÖHMEN), to assess the position of workers in the context of the European Company Statute. Their findings, which were published at an ETUC conference in December 1989 in Strasburg, provided a good basis for further discussions.

The demands of the Stockholm Congress were also acted upon by the affiliated confederations and industry committees, and there was interest at company level too.

The ETUC Works Council Conference attracted approximately 800 works council representatives, and the latter gave unambiguous warnings, in their discussions in Ostend, of the dangers of a European internal market in which workers' representatives would be deprived of their right to defend and represent workers across frontiers.

Increased pressure from resolutions and positions taken by the European Parliament and the Economic and Social Committee, have led the European Commission to explore again the idea of a Community instrument for supranational information and consultation, on the basis of the EC Social Charter. At its October 1990 meeting, the ETUC Executive Committee stressed the need for a binding legal status for European works councils.

Employers' organisations, particularly UNICE, reacted very negatively towards these proposals. In the meetings prior to full consultation, which were held by the Commission and the social partners in September and October 1990, the employers once again made it clear that there was no question of their accepting the principle of binding Community legislation. It is quite clear that this is a test case for the lawmakers: the question is whether or not they will give in to pressure from the employers and once again file away the Commission's proposals.

In spite of the ETUC's considerable efforts, and ever broader support at company level, legislation has so far failed to be adopted which would provide for greater rights for workers in parallel with the internal market's completion. Discussions held by the ETUC on the basis of the Stockholm Congress have led to an even greater convergence of positions concerning democratisation of the economy. The advice the ETUC received from the legal experts, together with the working document on workers' rights within companies produced by the Committee on Democratisation of the Economy and published by the ETUI to gain a wider audience, have both helped the ETUC to adopt a very clear line on the subject of supranational information and consultation in its dealings with European politicians and governments.

Although the ETUC has concentrated above all on the questions of information and consultation, the Secretariat has also examined the important technical aspects of company law and possible developments and changes which might be made to it. In that context, the ETUC succeeded in getting itself represented by a group of experts on a Commission committee on company accounting; this committee also looked into associated questions of taxation of companies and advised the Commission on such matters. A conference aimed at preparing legislation on asset formation by employees also attracted considerable interest on the part of the affiliated confederations.

We are able to note that the general public have also been very concerned by the question of the position and rights of workers within companies, and have shown particular interest in the issue of crossborder rights in multinational companies. As a result of these preoccupations, people are increasingly asking whether the EC can afford to make a new undertaking to reform the Treaty before the internal market's completion, without introducing those kinds of rights through qualified majority voting and without involving the European Parliament fully in the procedure.

VIII. PROSPECTS FOR EUROPE'S DEVELOPMENT IN THE WORLD

The Stockholm Congress concluded that the ETUC should strive towards the following six goals:

- strengthening and safeguarding democracy in Europe;
- peace and security by means of disarmament and peaceful cooperation;
- improving the East-West relations;
- supporting the developing countries in their own economic and social development;
- strengthening Europe's role among the industrialized countries;
- protection of the environment to safeguard the quality of life.

It is a cause of deep joy that the first three goals have been attained. Democracy has truly been strengthened as the countries of Central and Eastern Europe one after another have abandoned their totalitarian systems and have started their democratic path. Peace and security in the world have greatly been enhanced by this development and the end of the Cold War. Disarmament is now a real process, and arms and armed forces are drastically being reduced in Europe. The relations between the East and the West have a totally new basis now.

This encouraging development has touched not only Europe but also other regions in the world. However, very dangerous conflict spots remain. The situation in the Middle East and in the gulf area in particular poses a great threat to peace not only in the region but in the whole world and to its political and economic stability. There are conflicts and civil wars also in many other places all around the world.

The economic and social development in most developing countries is quite unsatisfactory. Many of the countries are heavily indebted. In the poorest of them hunger is an everyday phenomenon. The official development aid targets have not been reached. The North-South dialogue has hardly produced any results. The

ecological balance of the globe has been badly shaken, and there are many environmental catastrophe scenes both in the North and the South that require common global action.

1 Lomé Convention

The ETUC's work on EC development policy has been dominated since the last Congress by preparations for the Fourth Lomé Convention which came into force in 1990.

Working in close conjunction with the ICFTU, the WCL and OATUU, the ETUC organised the EC-ACP Trade Union Conference in Dakar (Senegal) from 3-5 November 1988 with the aim of developing a common trade union stance on Lomé IV. Over sixty delegates from 66 African, Caribbean and Pacific countries stressed that the development policy pursued by the EC countries must include a social dimension.

In a interview on 25 September 1989 with officials representing Mr Manuel MARIN, European Commissioner responsible for the Lomé portfolio, the Lomé Working Group underscored the need for ongoing consultation with the grass roots and their organisations to assure participation at all stages of the cooperative process.

The Group organised an exchange of views on the North-South awareness campaign organised by the North-South Centre of the Council of Europe and how trade union organisations could take an actively involved part in it.

As regards the Economic and Social Committee, the representatives of national confederations, along with Group II advisors, took part in the annual meetings of economic and social partners. The involvement of socio-economic organisations in the application of Lomé III were reviewed in 1988 and proposals for Lomé IV put forward. On the agenda for the 1989 meeting were training and deteriorating terms of trade. Worthwhile though these meetings are for the union movement, the ETUC attaches greater value to direct contacts with the Council of Ministers as affording opportunities for a more direct influence over policy-making.

IX. ACTION RESULTING FROM THE SPECIFIC RESOLUTIONS ADOPTED BY THE 6TH STATUTORY CONGRES

1 The political revival of Europe

In accordance with the resolution adopted by the 6th Statutory Congress, the Secretariat has duly contributed to the discussions on the Intergovernmental Conference on European Political Union. It restated its position on the matter in a resolution on European Political Union carried by the Executive Committee on 19-20 April 1990.

This resolution stressed the contrast between progress made towards economic integration and the increase in the decision-making powers of the Community institutions, and the democratic deficit which remains. It affirmed, moreover, that the Intergovernmental Conference should set in motion a democratisation procedure: the end product of this procedure would be the creation of a federation of the EC Member States, and its major objectives would include economic and social cohesion, the principle of solidarity and the Welfare State, the right to work, environmental protection, freedom of association, free collective bargaining and equal opportunities regardless of sex, race and religion.

This resolution was discussed at the meeting with the acting President of the European Council, Mr ANDREOTTI, and was sent to all the Heads of state and government.

2 European Regional Policy

The ETUC Secretariat also made a statement supporting the positive aspects of the conclusions arising from the European Council Presidency meeting in Dublin on 25-26 June - such as the fact that attention was devoted to the development of the social dimension - however the statement also alluded to the appreciable degree of reticence encountered by social issues in general, and, in particular, by the proposal for introducing qualified majority voting procedures for social questions.

The ETUC organised a demonstration in conjunction with the European Council meetings of 14-15 December in Rome, to publicise its demands. The efforts of the Italian trade union organisations, the CGIL, CISL and UIL, in conveying the same positions as those of the ETUC to the Italian Presidency of the European Council, should be noted in the same context.

3 North-South coordination

The Stockholm Congress adopted a specific resolution calling in strong terms for coordinated action amongst the industrialized countries to reach four main objectives:

- a fairer distribution of income and production between the North and the South;
- greater participation of the developing countries in international trade, with more equitable terms of trade;
- an increase in the agricultural production of the developing countries;
- forms of financial aid that do not depend on market mechanisms and that can launch processes of autonomous development.

None of these four objectives has come closer. The disparities of the world economy continue. There is some improvement in the agricultural production in the developing countries as a whole, but serious problems remain, and poverty and hunger plague large areas of the world. The debt burden of many countries is very heavy. And the financial aid targets have not been reached.

The ETUC has - in cooperation with the ICFTU and WCL - made its standpoints known, especially to European institutions, for instance within the Lomé process.

4 Poland

The Stockholm Congress "unreservedly supports the Polish workers who are fighting to have trade union

freedoms restored, to have their trade union Solidarnosc legalised again, and to obtain improvements in their living and working conditions."

Most of these goals set by the ETUC in its resolution on Poland have been attained. The Polish people and workers themselves have won a historic victory in their struggle for democracy and trade union rights. The NSZZ Solidarnosc has been fully legalised, and the first free elections have been held. On top of that, other Central and Eastern European countries have followed suit.

The developments in Poland represent a victory for the Polish people. But they are also a landmark in the history of international solidarity. They provide a solid basis on which to build since Poland has started a new phase in her history. The transition towards a market economy will be a very difficult and painful process, and assistance from abroad is necessary. International trade union cooperation will have a vital role to play in training the Polish unions for new challenges like collective bargaining.

5 Turkey

The Stockholm Congress expressed its concern at the non-respect of trade union freedom and human rights in Turkey. It also demanded that the trade union confederation DISK, an ETUC affiliate, be recognised again.

No real change for the better has taken place in Turkey. Human rights are not respected. Trade unions and the members of our affiliate Türk-İs are working in harsh conditions and a depressed economy. The other ETUC affiliate DISK has not been recognised, and its assets are still under government control.

The ETUC has on several occasions appealed to the Turkish authorities, but in vain. Turkey's efforts to gain access to the European Community have failed, mainly because of the non-respect of democracy in that country.

6 South Africa

In its resolution on South Africa, the Stockholm Congress appealed for the release of all trade union and political prisoners as a prerequisite for a dialogue involving the representatives of black people on a peaceful transition to a democratic system of government and to the free exercise of trade union and other basic human rights.

There has been a clear change for the better in South Africa. Nelson Mandela and many other prisoners have been released. A dialogue between the government and the African National Congress aimed at a peaceful transition to a democratic and non-racialist society has been initiated. But this is only the beginning. The inhuman system of apartheid is still present. The ETUC has repeatedly demanded that no easing of international sanctions be undertaken before there are full guarantees that apartheid has been demolished and before there has been a transition to real democracy.

COMITE EXECUTIF - EXECUTIVE COMMITTEE
EKEKUTIVAUSSCHUSS - EKSEKUTIVKOMITEEN

Stockholm, 1988

Membres/Members
Mitglieder
Medlemmer

Membres suppléants
Substitute Members
Stell. Mitglieder
Vera-medlemmer

Austria

ÖGB Friedrich VERZETNITSCH Karl DRÖCHTER

Belgium

FGTB André VANDEN BROUCKE Jean GAYETOT

CSC Robert D'HONDT Willy PEIRENS

Cyprus

SEK Michael IOANNOU Demetris KITTENIS

TÜRK-SEN

Denmark

LO Finn THORGRIMSON Bent NIELSEN

FTF Martin RÖMER Svend Skovbro LARSEN

Finland

SAK Pertti VIINANEN Kari TAPIOLA

TVK Matti KINNUNEN Päivikki LINDROOS

France

FO André BERGERON Bernard MOURGUES

CFDT Edmond MAIRE Albert MERCIER

Germany

DGB Ernst BREIT Gustva FEHRENBACH
Michael GEUENICH Ilse BRUSIS (Frau)
Franz STEINKÜHLER Karl-Heinz JANZEN

Greece

CGCL	Georges RAFTOPOULOS	Georges DASSIS
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Great Britain

TUC	Norman WILLIS C. JENKINS R. TODD	David LEA A.R. SMITH F.F. JARVIS
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Iceland

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BSBR	Gudrun AMADOTTIR	Albert KRISTINSSON

Ireland

	Donal NEVIN	W.A. ATTLEY
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Italy

CGIL	Antonio PIZZINATO	Claudio SABATTINI
CISL	Franco MARINI	Angelo GENNARI
UIL	Giorgio BENVENUTO	Carmelo CEDRONE

Luxemburg

CGT	John CASTEGNARO	Josy KONZ
LCGB	Marcel GLESENER	François SCHWEITZER

Malta

GWU	Angelo FENECH	Harold WALLS
CMTY	Salvino SPITERI	A. BUHAGAR

Netherlands

FNV	Johan STEKELENBURG	Henk van EEKERT
CNV	Arie HORDIJK	Th. SWART

Norway

LO	Leif HARALDSETH	Ole KNAPP
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Portugal

UGT	José TORRES-COUTO	Henrique COELHO
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Spain

UGT	Nicolas REDONDO	Manuel BONMATI
STV-ELA	José Miguel LEUNDA	Alfonso ETXEBERRIA

Sweden

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TCO	Björn ROSENGREN	Lennart LARSSON

Switzerland

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SGB	Fritz LEUTHY	Ruth DREIFUSS

Turkey

DISK	Abdullah BASTÜRK	Fehmi ISIKLAR
TÜRK-IS	Sevket YILMAZ	Orhan BALABAN

Women's Committee

Marina HOORNAERT (FGTB-Belgium)	Margaret MORRISON (TUC-Great-Britain)
Gunvo NGARAMBEE (LO-Sweden)	Helga TÖLLE (DGB-Germany)

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Membres	Membres suppléants
Members	Substitute Members
Mitglieder	Stellver. Mitglieder
Medlemmer	Varamedlemmer

(list brought up to date in December 1990)

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ÖGB	Friedrich VERZETNITSCH	Karl DROCHTER
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Belgium

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CSC	Robert D'HONDT	Willy PEIRENS

Cyprus

SEK	Michael IOANNOU	Demetris KITTENIS
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FTF	Anker CHRISTOFFERSEN	Svend Skovbro LARSEN

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TVK	Matti KINNUNEN	Päivikki LINDROOS

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CFTC	Guy DRILLEAUD	Jean BORNARD

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	Heinz-Werner MEYER	Ulf FINK
	Franz STEINKÜHLER	Klaus ZWICKEL
DAG	Roland ISSEN	Herbert NIERHAUS

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CGCL	Lambros KANELLOPOULOS	Georges DASSIS
ADEDY	Giatras SPYROS	Ilias VRETTAKOS

Iceland

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ICTU	Peter CASSELLS	William ATTLEY
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CISL	Franco MARINI	Emilio GABAGLIO
UIL	Giorgio BENVENUTO	Carmelo CEDRONE

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Malta

GWU	Angelo FENECH	Harold WALLS
CMTU	Salvino SPITERI	Charles V. NAUDI

Netherlands

FNV	Johan STEKELENBURG	Johan van RENS
CNV	Anton WESTERLAKEN	Jan Jacob van DIJK

Norway

LO	Yngve HAGENSEN	Esther KOSTOL
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Portugal

UGT	José TORRES-COUTO	Henrique COELHO
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Spain

UGT	Nicolas REDONDO	Manuel BONMATI
STV-ELA	José Miguel LEUNDA	José ELORRIETA
CC.OO.	Antonio GUTIERREZ VEGARA	Juan MORENO

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LO	Stig MALM	Bertil JONSSON
TCO	Björn ROSENGREN	Lennart LARSSON

Switzerland

CNG	Hugo FASEL	Camillo JELMINI
SGB	Fritz LEUTHY	Ruth DREIFUSS

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DISK	Abdullah BASTÜRK	Fehmi ISIKLAR
TÜRK-IS	Sevket YILMAZ	Orhan BALTA

United Kingdom

TUC

Norman WILLIS

David LEA

K. GILL

A.R. SMITH

R. TODD

Ada MADDOCKS

Women's Committee

Marina HOORNAERT
(FGTB - Belgium)

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Helga TÖLLE
(DGB - Germany)

Comité de finances et de gestion générale
Ausschuss für Finanzen und allgemeine Verwaltungsaufgaben
Finance and General Purposes Committee
Finans- og Formalskomiteen

Président - Präsident - Chairman - Formann

Ernst BREIT (DGB - BR Deutschland)

Vice-présidents - Vizepräsidenten - Vice-Presidents

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Giorgio BENVENUTO (UIL - Italia)
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Norman WILLIS (TUC - Great Britain)

July 1990

