Report on activities

1991/94

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Confédération Européenne des Syndicats
Europäischer Gewerkschaftsbund
European Trade Union Confederation
Den Europeiske Faglige Samorganisasjon

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FOREWORD

The period since the 7th Statutory Congress has been a very difficult one, both socially and politically, for the European trade union movement.

In a context of deep recession, unprecedentedly high levels of unemployment, monetary systems in disarray, and last but far from least, the vicissitudes of the Maastricht Treaty, the very idea of European integration has suffered and it has lost credibility in the eyes of workers and citizens.

Though the European Union has remained a magnet - Austria, Finland and Sweden have joined it; and European association agreements have been signed with six Central and Eastern European countries - it has signally failed either to introduce really effective policies for employment, or make good its social deficit.

While some Commission policy guidelines - most significantly Jacques Delors' White Paper - may be described as ground-breaking, the Union has largely been at the mercy of dominant trends in the Member States. Consequently, intergovernmental arrangements have too often prevailed over the "Community" approach which is the very essence of the Union.

The "European social model" was a focus of large-scale confrontations. Conservative forces and the employers in general used competitiveness as a pretext for an offensive at all levels to put into question established social standards. National and European trade union attempts to limit the damage did result in less hard-line positions, however. The battle may not yet be won, but a growing groundswell of opinion now supports the ETUC's view that the European social model is a pillar of democracy which is not to be violated with impunity. Far from being an obstacle, the European social model is a positive asset for revitalizing and expanding Europe's economy. The trade union movement has proved its willingness to negotiate the changes taking place in society, but not at the expense of its core values and foundations.

This report reviews the salient ETUC activities between the 7th Congress and the end of 1994. It is for Congress to judge their merits.

Some highlights merit a special mention, however: the ETUC-UNICE-CEEP Agreement of 31 October 1991, encapsulated in the Maastricht Social Protocol and Agreement between the Eleven, opened up the way for a negotiated Social Europe; the Directive on information and consultation permits the negotiated establishment of European works councils in multinationals; and the very recent Essen decisions on employment, especially the idea of establishing "multilateral surveillance" machinery with the participation of the social partners which will make employment central to economic convergence strategies.

These are new opportunities. We must make the most of them to consolidate the ETUC's role as a European social protagonist both in its central-level activities and its industry-level dimension through the Industry Committees, and so increase its representative and bargaining capacity.

Emilio GABAGLIO
General Secretary

CHAPTER I

For a More Efficient ETUC

The 7th Statutory Congress approved the Report "For a more efficient ETUC", the avowed aim of which was to turn the European Trade Union Confederation into a fully-fledged European-level trade union confederation. This is a necessarily long-term aim which has underpinned all the ETUC's activities since that time and given impetus to the drive to boost its representative capacity in dealings with the European Institutions and employers' organizations.

The Report's guidelines were also implemented through a series of measures and decisions designed to enhance the Confederation's efficiency and effectiveness. These are referred to where appropriate in this Report.

1 - AFFILIATED CONFEDERATIONS

The European Trade Union Confederation has continued to strengthen its representative capacity since the 7th Statutory Congress.

At 31 December 1994, 47 National Confederations in 22 countries (33 of them in the fifteen European Union countries) and 15 European Industry Committees were affiliated to the ETUC. This compares with 40 affiliated confederations at the time of the 1991 Luxembourg Congress. The number of industry committees remains unchanged.

The ETUC has gained eight new affiliated confederations - AKAVA (Finland), AC (Denmark), CSdL and CDSL (San Marino), VSA (Switzerland), MHP (Netherlands), STTK (Finland), CGTP-IN (Portugal) - and lost one with the dissolution of TVK (Finland). Of the new members, the first five were recognized by the Executive Committee under a mandate from the 7th Congress. Only the memberships of the MHP, STTK and CGTP-IN therefore remain to be ratified by the 8th Congress under the provisions of the Constitution.

Among European Industry Committees, the period under review saw one new affiliation - that of the Miners' European Federation (MEF), likewise subject to ratification by the 8th Congress - while the Contact Office of Miners' and Metalworkers' Free Trade Unions in the Community is no longer extant, having been subsumed into a joint MEF/EMF committee known as the "ECSC Trade Union Intergroup".

The EGAKU's (arts and entertainment) affiliation was transferred to the European regional organization of the ISETU-FISTAV when the two federations merged at international level.

The ETUC's contributing membership has risen from 42,693,576 in 1991 to 46,089,304 at the end of 1994.

In the Commission's Communication to the Council of Ministers on the implementation of the Social Protocol of the Treaty on European Union, the ETUC was recognized as the only general representative workers' organization at European level. That recognition extends to the affiliated industry committees in their respective sectors.

At the end of 1991, observer status was accorded to Solidarnosc (Poland) and the Czechoslovak Trade Union Confederation CS-KOS (transferred to the successor organizations CM-KOS and KOZ-SR after the country's division into the Czech and Slovak Republics), followed in December 1993 by MszOSz, LIGA and MOSz (Hungary), CITUB and PODKREPA (Bulgaria), CNSLR-FRATIA and CARTEL ALFA (Romania). The December 1994 Executive Committee temporarily suspended CNSLR-FRATIA's observer status. These decisions are also submitted for ratification by the 8th Statutory Congress.

2 - *POLICY BODIES*

The relevant operational changes were made to the European Trade Union Confederation's policy bodies in line with the Constitutional amendments decided by the Luxembourg Statutory Congress.

The Executive Committee met fifteen times, and the Steering Committee 27 times, during the period under review.

Norman WILLIS, elected President of the ETUC by the 7th Congress, retired from that office and as General Secretary of the TUC. The President of the ÖGB, Friedrich VERZETNITSCH, was elected to replace him as President of the ETUC by the December 1993 Executive Committee.

The ETUC Secretariat is now composed of the following members:

Emilio GABAGLIO,	General Secretary;
Markku JÄÄSKELÄINEN	Deputy General Secretary, responsible for external relations;

Jean LAPEYRE,	Deputy General Secretary, responsible for social policy and the Social Dialogue;
Peter COLDRICK,	Confederal Secretary, responsible for economic affairs;
Béatrice HERTOGS,	Confederal Secretary, responsible for regional policy and equal opportunities;
Willy BUSCHAK,	Confederal Secretary, responsible for working conditions and democratization of the economy;
Maria Helena ANDRE,	Confederal Secretary, responsible for employment and training.

The proceedings of the Executive Committee and Steering Committee, and the work of the Secretariat, were prepared and supported by Standing Committees set up in the following areas: Economic policy, Social policy, Collective bargaining, International policy, Working conditions, Regional policy, Employment and training.

Select working groups on Environment, Energy, Immigration and Racism, Democratization of the Economy, and Unionization have been meeting more or less continuously.

The Women's Committee occupies a unique position. It is a constitutionally-prescribed body and consists of delegates from all the member organizations. It sends its own delegation to Congress, and is represented on the Executive Committee and Steering Committee with the same rights as an affiliated organization. Its activities are described in Chapter VII.

3 - THE EUROPEAN INDUSTRY COMMITTEES

The 7th Congress wrought radical changes to the role of the industry committees in the European Trade Union Confederation. They ceased being merely "approved" organizations and became full affiliates with the same rights as national trade union confederations (except for voting rights on financial and affiliation matters).

Since then, the Industry Committees have been fulfilling their new role in the Confederation's policy and management bodies (Steering

Committee, Executive Committee, Standing Committees, Management Committees of the ETUC's Institutes,....).

This process will be completed at the 8th Congress, in which the Industry Committees will take part with more representatives than they had in the past, and with voting rights (except on financial and affiliation matters). Increased cooperation over trade union policy through and within the Confederation has also strengthened the European trade union movement as a whole.
The October 1993 Executive Committee approved a policy document on relations with the Industry Committees. It concluded that the way forward mapped out by the 7th Congress should be continued and consolidated without encroaching on the substantive autonomy of the Committees, to strengthen the ETUC's representative capacity, coherence and efficiency, especially in view of the fresh opportunities now emerging for European-level social dialogue and collective bargaining.

4 - THE DAY OF ACTION - 2 APRIL 1993

The focal point of the ETUC's assertion of its identity was the Action Day called on 2 April 1993. It was a resounding success. For the first time ever, the Confederation synchronized the support of the entire European trade union movement behind a common platform of demands in a demonstration of the ETUC's representative capacity and influence. A number of non-member trade union organizations also joined in the general mobilization.

The degree and type of workers' action varied from one country to another (strikes, work stoppages, demonstrations, meetings, works meetings, shop stewards' meetings, ...). In terms of sheer numbers, the mobilization was more successful in those countries where trade unions had called strikes for national reasons (general in Italy, partial, industry or regional in Spain, Britain, Portugal and Greece). In some countries, the action was heavily decentralized with dozens of demonstrations in the regions (Italy, Spain), while in others it was chiefly national, centred on the capital (Strasbourg, Lisbon, Athens,...).

The Maastricht demonstration was organized jointly by the Belgian, Dutch and German affiliated organizations. In Brussels, the ETUC organized a joint demonstration with the Belgian affiliated organizations and the European Civil Servants' confederation in front of the European Institution buildings (Parliament, Commission,

Council), the British Representation and UNICE's headquarters.

In yet other countries (Austria, Finland, Sweden, Iceland, Ireland, Luxembourg, Turkey, Cyprus, San Marino, Lithuania, Czech Republic, Slovak Republic, Hungary, Bulgaria...) the Day of Action was marked by public and shop stewards' meetings. Various European Industry Committees also took part in the events in different ways.

In all, no fewer than 150 large-scale initiatives took place on 2 April involving an estimated one million working men and women. The Day also provided a focal point for a large-scale information and mobilization campaign on the ETUC's demands on employment and social rights. The supporting material prepared by the Secretariat was extensively distributed and used.

Hundreds of thousands of posters and millions of leaflets were printed.

The Day of Action made a remarkable impact in all the European media, and among political, governmental and employers' circles.

5 - *THE TRADE UNION PRESS AND INFORMATION*

The Press Department has stepped up the effort to secure increased media coverage for the ETUC and its various initiatives.

As regards the trade union press, eleven seminars were held for the editors of member organizations' publications (three in Brussels, the others in Leipzig, Amsterdam, Luxembourg, Lisbon, London, Copenhagen, Athens and Berlin). All these seminars - one of them solely for trade union journalists from the countries of Central and Eastern Europe - were staged with European Commission assistance.

In December 1994, the first-ever ETUC Trade Union Press Prize was awarded for articles on Social Europe. More than forty journalists competed.

Initiatives directed towards the general mass media were stepped up, especially to promote coverage of key ETUC events both in Brussels and other capitals, with significant success. Media attention to the ETUC has increased appreciably as a result.

The Press Department publishes a weekly newsletter (Report) and a monthly review of European press cuttings dealing with the ETUC.

A video on the 2 April Action Day was produced along with other information and reference material.

6 - *SPECIFIC GROUPS*

The ETUC's activities also include those of specific groups. Two significant developments have occurred since the 7th Congress: the European Council of Professional and Managerial Staff (abbreviated to EUROCADRES) was set up, while the Coordinating Committee on Retired Workers changed its name to the European Federation of Retired and Elderly Persons (known by its French acronym, FERPA).

a) *EUROCADRES*

In December 1992, the Executive Committee decided to give the professional and managerial staff in the ETUC's member organizations a more tangible presence through an identifiable, structured voice and means of action at European level, made possible by an understanding with EURO-FIET.

EUROCADRES held its founding Assembly in Luxembourg in February 1993. From being initially reliant on the experience and structures developed by EURO-FIET for professional staff, EUROCADRES has steadily increased its membership among other industry committees and national organizations.

By the time of its second Assembly in November 1994, EUROCADRES represented an estimated four million-plus professional and managerial staff.

In its communication on the implementation of the Social Protocol, the Commission recognized EUROCADRES - and the European Confederation of Executive Staffs (CEC) - as a social partner for its occupational category.

Since being founded, EUROCADRES has staged two European conferences and taken positions on a series of issues of importance to managerial staff: employment, mobility, qualifications, supplementary pension schemes, equal opportunities, etc. It has made a series of representations to the Commission and was particularly active in the preparation of the 1993 Resolution voted by the European Parliament on the situation of executive staff in Europe.

b) FERPA

Mindful of the growing importance of pensioners as a social group and the need to strengthen their specific European trade union voice, the Executive Committee decided to transform the Coordinating Committee in existence since 1988 into the European Federation of Retired and Elderly Persons - FERPA.

FERPA was founded at a Congress held in Madrid in 1993 and is today an umbrella organization for thirty organizations in 17 countries, with six million contributing members. Its actual reach is far greater, however, in that other structures not yet affiliated to it also take part in its activities.

FERPA was influential in bringing the Council of Ministers' two Recommendations on sufficient resources and the convergence of social protection objectives onto the statute book, as well as other European Parliament and Economic and Social Committee initiatives.

The European Charter of rights of pensioners and the elderly drawn up by the FERPA is cited as a prime example in many European debates. The FERPA was an active participant in the initiatives of the European Year of Elderly Persons and Solidarity between Generations (1993) and currently chairs the Liaison Committee set up by the Commission.

c) ETUC YOUTH GROUP

The main highlights of the ETUC Youth Group's activities during the period under review were two high-profile mobilization campaigns: the Summer 1992 Youth Train, and the anti-racism campaign of Spring 1994.

A hundred and twenty young trade unionists took part in the Youth Train which started from Amsterdam, travelling through Belgium, France, Spain, Italy, Austria, the Czech and Slovak Republics, Germany, Poland, and Denmark to end up in Göteborg in Sweden. Activities centred on the Youth Charter - the focus for the demands of Europe's young workers - were staged at each halt. A special newspaper was published. The campaign helped build awareness about what social Europe entails among thousands of young people in the countries visited.

The campaign against racism and xenophobia, built around a

practical initiative - cleaning the racist graffiti off the walls and monuments of Europe's towns and cities - had varied results in different countries. It attracted extensive media coverage, and was supported by substantial publicity material in the form of a video, posters, leaflets, stickers.

The ETUC Youth Group also continued its training initiatives, essentially with Council of Europe and European Union support. Seventeen training seminars attended by 540 young trade unionists of both sexes were organized, chiefly in the European Youth Centre in Strasbourg, but also in Prague, Bratislava, Sopron (Hungary), Vigo (Spain) and Tunis.

The ETUC Youth Group took part in Confederation initiatives on employment and vocational training, and those organized during the drafting of the directive on the protection of young people at work.

The ETUC Youth Group held its General Assembly in Rome in March 1993 and the Conference of Ministers Responsible for Youth Affairs in Athens in July 1994. Its activities were coordinated with the ETUC Secretariat by its Steering Committee, which also represents the Group on the Council of Europe Advisory Committee and the Youth Forum.

Since autumn 1993, the Group has been publishing "Onion", a quarterly magazine sent out directly to some two thousand young European trade unionists.

7 - THE INSTITUTES

The Institutes established by the European Trade Union Confederation - the European Trade Union Institute (ETUI), the Trade Union Technical Bureau (TUTB), the European Trade Union College (ETUCO), and the Association for the European Training of Employees in Technology (AFETT) - are core instruments for research, trade union education, and health and safety at work. Summary reports on the activities of the four Institutes are appended.

The Executive Committee has discussed the terms of reference and operation of the Institutes on a number of occasions since the 7th Congress. The October 1994 Executive Committee approved new guidelines for research and trade union education based on the recommendations of a think tank.

The main focus of activities in the research field was on giving the ETUI a more scientific profile, aligning its priorities more closely with the strategic objectives of European-level trade union initiatives, stepping up relations and cooperation with academic and intellectual circles in general, and building up a network of research centres rooted in or allied to the trade unions in the different countries. The ETUI's recent activities show that these policy guidelines are filtering through into concrete results.

The Executive Committee also recognized that trade union education represented a strategic resource for building trade unionism on a truly European scale.

The ETUC's work in this field is of the utmost importance in supplementing the activities of the member organizations.

The ETUC contributes in two specific ways: by giving a European dimension to trade union education in general through support for national activities (European teacher training, teaching materials) and specific European level training for trade unionists with a more direct supranational role (representation, Social Dialogue, nation-wide and industry bargaining, European Works Councils). ETUC training aims to help develop a European trade union culture.

The Executive Committee recognized that the existence of two ETUC training organizations (ETUCO and AFETT) meant that rationalization, if not integration, might be called for, while preserving individual expertise and vital linkages.

The training provided by AFETT, which focuses on the effects of technological, production and organizational innovations in the workplace on the Social Dialogue and industrial relations, will now become a specific strand of that provided by the European Trade Union College. AFETT will preserve its existing legal status, however. The Executive Committee decisions are currently being implemented.

8 - RELATIONS WITH THE INSTITUTIONS

Representations to the Institutions and trade union participation in a number of consultative bodies are essential elements of the European Trade Union Confederation's drive to influence the legislative and other decisions made by the European Union. We are in almost daily contact with the Commission and the Council of Ministers.

The main lobbying activities and trade union participation in the different consultative bodies are referred to elsewhere in the relevant sections. The ETUC's attentions have focused on two institutions in particular: the European Parliament and the Economic and Social Committee.

a) THE EUROPEAN PARLIAMENT

The two highlights of the period were the Maastricht Treaty, which gave Parliament additional, but still far too limited, powers, and the June 1994 elections which put Europe at the forefront of political debate. The March 1994 Executive Committee adopted a Declaration on the European elections entitled "More Europe for more solidarity".

The ETUC forged closer relations with the European Parliament and its two majority political groups: the Socialist Group and the EPP (Christian Democrats). As a result, the MEP/Trade Union Intergroup has become more operational, and now meets monthly in Strasbourg during the plenary session. The Intergroup has stimulated some extremely productive discussions on Parliament's work, especially on social policy and implementing the social action programme in a way which takes account of the European trade union movement's concerns.

The Intergroup was chaired alternately in the 1989-1994 legislative period by Pierre CARNITI (Socialist Group), Raf CHANTERIE (EPP) and Anna CATASTA (Socialist Group). At the present moment, it is chaired by Raf CHANTERIE (EPP).

The Intergroup comprises a score of MEPs from the two majority groups (Socialists and Christian Democrats) but also from other Groups (Greens, Radicals, Left Coalition).

The ETUC staged two seminars in September 1991 and November 1994, during Parliament's plenary sessions in Strasbourg to give national and industry organizations a clearer understanding of how Parliament works and strengthen our links with MEPs and Groups.

b) THE ECONOMIC AND SOCIAL COMMITTEE

The consultative and own-initiative powers conferred on the Economic and Social Committee by the Treaty over virtually the entire spectrum of Community policies and activities make it a valuable forum in which for business and labour to voice their views.

The European Trade Union Confederation's support for the Committee was again exemplified by the March 1994 Executive Committee's adoption of a Resolution on the need to strengthen and capitalize on its position among the Institutions, having regard among other things, to the creation of the Committee of the Regions.

In the ETUC's view, the Committee's core task must remain its contribution to making European legislation, and hence its ability to influence the content at the very earliest stage. An inter-institutional agreement is also needed to buttress the Committee's consultative role and ensure its opinions are properly taken into account.

The ETUC demands that the 1996 Treaty revision should further upgrade the status of the Committee and its members from the start made by the Maastricht Treaty.

Close relations have grown up between the ETUC and the Committee's Group II (Workers) chaired by Tom JENKINS (TUC - Britain), on which members from ETUC affiliated organizations remain the large majority.

9 - *COOPERATION WITH OTHER TRADE UNION ORGANIZATIONS*

The European Trade Union Confederation has kept up its long-standing relations with the Council of Nordic Trade Unions (NFS), the Trade Union Advisory Commission to the OECD (TUAC), the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL).

As well as a continuing interchange of information and participation in one another's most significant activities, cooperation was stepped up through joint initiatives in a series of areas.

The ETUC regularly took part in the trade union representations organized by the TUAC during the G7 Summits. Consultations took place with the ICFTU and the WCL throughout the preparations for the World Social Summit being held in Copenhagen in March 1995. A joint ETUC-ICFTU-WCL declaration was issued in 1994 on international trade and labour clauses. The ETUC, the ICFTU and the WCL launched joint initiatives on Bosnia-Herzegovina, including participation in the 1994 May Day rally in Sarajevo.

Although the ETUC has a strictly European remit, the widening scope of the European Union's activities and policies requires the Confederation to ensure that trade unions have an influence and participate in certain areas of the Union's international relations from time to time. When the need arises, these representations are, and have always been, made in association with the ICFTU and the WCL.

Such is the case, for example, with activities connected with the Lomé Convention between the European Union and ACP States, and the ETUC's intermediary and coordinating role in consultations with the social partners in different regions of the world organized by the Economic and Social Committee under agreements with the European Union.

In August 1994, the ETUC in associaiton with the ICFTU, the WCL and the OATUU, organized a conference in Lusaka (Zambia) with the participation of trade unions from 46 European, African, Caribbean and Pacific countries to map out trade union positions on the mid-term review of the Lomé Convention. The final declaration was endorsed by the Executive Committee as a platform for trade union demands to the European Union on development assistance.

For obvious social and political reasons, the Mediterranean has become an area of direct interest for the ETUC and its affiliated organizations, the more so today given the deteriorating situation in the Maghreb.

The ETUC's third Mediterranean Conference, held in Palermo in November 1992, was attended by trade unions from selected third countries, the ICFTU and the WCL. The Conference conclusions, particularly on the need for a joint development strategy for the region, foreshadowed the decisions of the December 1994 Essen Summit on the establishment of a new Euro-Mediterranean partnership.

The ETUC has consolidated its relations with the USTMA since the

last Congress: a programme of cooperation was finalized in Tunis in September 1993, focused chiefly on immigration and training, especially for women and young trade unionists. A joint declaration against racism was issued in March 1994.

CHAPTER II

Social Policy

1 - *SOCIAL LEGISLATION*

The implementation of the Community Charter of Fundamental Social Rights through the Social Action Programme was stepped up from 1991. Thirty-seven of the Programme's 49 proposals were brought into Community law, 14 of them as Directives. Six of the fifteen priorities laid down in the ETUC's own proposed social action programme in 1989 have been achieved.

The ETUC and European Parliament worked in close cooperation, often to decisive effect. One outstanding instance of this was the Directive on European Works Councils. That said, it must be admitted that the content has sometimes been very disappointing, not least in the long series of exemptions granted to the United Kingdom on key Directives like protection for young workers and the organization of working time. The gap between economic integration and social integration is still far from being closed.

Concluding that the legal basis of social policy in the Treaty was anything but solid, the ETUC resolved to press hard for a revised Treaty with a wider scope and with qualified majority voting to speed up the implementation of social policy on firmer foundations. Its efforts were partially rewarded at Maastricht in the form of the Social Protocol and Agreement between the Eleven, which the British government dogmatically refused to sign. The social dimension as a full policy issue had finally come of age.

The Social Protocol was instrumental in ending the deadlock on the Directive on European Works Councils and will help overcome the British government's intolerable veto in the Twelve to give fresh impetus to the Directives on parental leave and part-time work.

While two co-existing legal bases for social policy were a necessary stop-gap solution in December 1991, that situation cannot endure - it is neither a sound nor fair basis for cohesion in the Union. The ETUC has therefore begun lobbying for the next Treaty revision to resolve the matter once for all by writing the Social Protocol and Agreement and the Fundamental Social Rights into the body of the Treaty which will now be that of the Fifteen. The social histories and cultures of the three new Member States cannot but strengthen moves towards the completion of Union social policy.

The German Presidency took up the idea of a basic foundation of fundamental social and employment rights in a Resolution adopted by the Eleven at the Social Affairs Council of 6 December 1994. The

ETUC has unceasingly pointed up the relations, connections and points of interlock between the White Paper on "Growth, Competitiveness, Employment" and the Social Policy White Paper, and stressed that social proposals must go hand in hand with the economic recovery in the Union and the member countries.

An ETUC legal network was established in April 1993 to give the European trade union movement resources for analysing proposed Union legislation and the problems of implementing it in national legal systems. This legal network has already been consulted on such proposals as "transfers of undertakings" and "protection in cases of individual dismissal", and will also be working to help identify the problems connected with European-level collective bargaining.

2 - *SOCIAL DIALOGUE AND RELATIONS WITH EMPLOYERS*

The Social Dialogue came of age in the 1991 Treaty reform.

For the first time, the social partners were able to influence European integration with an Agreement concluded on 31 October 1991, taken up almost lock, stock and barrel by the Heads of State and of Government at Maastricht.

The Treaty on European Union - sadly, only between Eleven for the Social Agreement - gives the social partners a real say in Union social policy.

UNICE's refusal to negotiate unless forced by the "threat" of what it considers politically feasible legislation, however, prevented any testing-out of European-level bargaining, notwithstanding all the ETUC's efforts. Only when the legal basis for the proposal for a directive on information and consultation was changed to that provided by the Social Agreement could UNICE be induced to explore the possibilities for bargaining.

Attempting to put the Social Agreement into practice by means of this proposal was bound to be beset by difficulties, given the "history" of the proposal and its passage through the Institutions.

The failure of this attempt at negotiations must be seen in perspective, therefore. It taught us much about the negotiating abilities of the organizations concerned, especially UNICE, whose united front was thrown into disarray by the British employers'

insistence on carrying over the British government's legislative opt-out into industrial bargaining.

The ETUC is clearly some way ahead of the European employers in its thinking and organization on transnational industrial relations and bargaining, and in its management of its own internal debates. Since this abortive attempt, an interesting debate has developed within UNICE which may hopefully lead to real progress before long on European bargaining.

The ETUC's position is that while the document adopted by the March 1993 Executive Committee represented significant progress in the ETUC's bargaining capacity, the really key element was the inclusion of the European Industry Committees by the 1991 Luxembourg Congress.

The strengthening of that capacity during the preliminaries to European bargaining is a sign that the ETUC is realizing its full potential. And that is something which must be preserved and enhanced for the future.

For that reason, the discussions instigated in 1993 in the Executive Committee, and given fresh impetus by the "legal network" seminar held in April 1994 on the conditions of supranational bargaining, are being taken further in the light of the experience gained during the talks about negotiations on information and consultation with a view to reforming the Constitution of the ETUC.

It would seriously undermine the credibility of the European social partners and the future of the Treaty's Social Agreement itself if its provisions were to remain a dead letter.

The ETUC has, therefore, already made fresh proposals to open up bargaining opportunities at European level, notably on a framework agreement on vocational training. While a meeting at the restricted summit with President Delors and Commissioners Flynn and Ruberti on 8 November 1994 on the vocational training aspects of the White Paper failed to produce the hoped-for result, it did lead to progress on increased social partner involvement in mastering industrial change through objective 4 of the Social Fund and the ADAPT programme.

Other potential areas for bargaining include "parental leave" as a means of reconciling working life and family responsibilities, and "atypical employment" - especially part-time working - both of which

directives were deadlocked and passed under the Social Agreement between the Eleven.

"Traditional" Social Dialogue activities were continued through the regular meetings of the Social Dialogue Committee and in the "Macroeconomics" and "Education-Training" Groups.

The Macroeconomics Group in particular drew up for the Social Dialogue Summit of 3 July 1992 a joint opinion on "A Renewed Cooperative Growth Strategy for More Employment" which was a major contribution to the European Union and the Heads of State and of Government.

The Education-Training Group drew up three joint opinions between 1991 and 1994 - on the validation of vocational qualifications, women and training, and the future role and actions of the Community in the field of education and training, including the role of the social partners.
The Group is to review and coordinate the joint opinions on vocational education and training to bring them into line and, if needs be, update them in the light of the White Paper on Growth, Competitiveness and Employment. The two sides could then tackle new topics which address emerging issues. Once the review is complete, whatever the outcome, the Social Dialogue Committee will decide on what action should be taken.

The Group is currently working on the joint opinion on "The Contribution of Training to Combatting Unemployment and Reabsorbing the Unemployed Into the Labour Market".

Another noteworthy development in training is the establishment of supporting arrangements for the Social Dialogue on continuing training (LEONARDO programme) under which the Commission will support progress in the dialogue between the social partners, including towards relations based on agreement, and to optimize the positive achievements of the Community on access to continuing training based on joint opinions, but also on the work done under the FORCE programme on collective bargaining in continuing training matters.

The only way to achieve further progress in the Social Dialogue is to go beyond central-level negotiations by increasing the forums for dialogue, especially at industry level.

The efforts made by the industry committees in this respect are now

starting to pay off, especially in the building industry (EFBWW), where a joint recommendation has been adopted on cross-border subcontracting; in the cleaning industry (EURO-FIET) through an understanding on the application of the Working Time Directive; in inland waterway transport (Committee of Transport Workers' Unions), where negotiations are in progress on working time, this sector being excluded from the directive; in the civil service (EPSC), where the Commission has organized seminars with Member States' Civil Service Ministries, and where contacts are being struck up in other sectors like hospitals and power distribution,...

Talks on setting up voluntary European Works Councils pending the adoption of the Directive provided an opportunity for developing recognized union relations with the managements of dozens of multinationals, especially in the different sectors of industry (EMF, EFCGU, ECF-IUF, EFBWW,...).

The longer term development of the Social Dialogue would seem to necessitate new arrangements for mutual understanding in industrial relations at national and European level.

For that reason, ETUC/UNICE/CEEP, the Commission and the European University Institute have agreed to set up a "European Centre for Industrial Relations" to provide joint training for business managers and trade union officials.

3 - SOCIAL EXCLUSION

The disturbing rise in poverty, marginalization and social exclusion is a direct challenge to the responsibilities of the trade union movement. The European Trade Union Confederation gave priority during the period to optimizing the front-line work done by the member organizations to combat social exclusion, and networking to buttress those activities by an exchange of experiences. As part of a campaign supported by the Commission to set up the network, two seminars were held: one in Naples in November 1993, the other in Liverpool in May 1994. A study summarizing the various initiatives and experiences of the ETUC's member organizations is being prepared. The June 1994 Executive Committee gave expression to the ETUC's political commitment to the war on social exclusion in a resolution entitled "For a Europe free of exclusion".

The ETUC has also developed partnerships with NGOs active in the struggle against social exclusion and poverty, especially the

European Anti-Poverty Network (EAPN), ATD Quart-Monde and the European Confederation of Family Associations (COFACE) to forge links between conditions internal and external to the firm, and help establish ways for people to enter and return to the labour market by overcoming the main factor of exclusion - unemployment.

Finally, the ETUC lobbied the European Institutions to reinforce the Union's anti-exclusion policies. More specifically, the ETUC influenced the European Parliament's October 1993 Resolution, and kept up sustained pressure on the German Presidency to have the 4th European Programme to combat poverty adopted. The ETUC's role in the fight against social exclusion and poverty was emphasized at European Conferences organized by the Commission in Copenhagen in June 1993 and in Brussels in June 1994.

The ETUC is also represented in the European Forum of Handicapped Associations and a working group on the employment of the disabled.

The ETUC staged a major seminar in London in November 1993, attended by large numbers of trade union officials from NGOs concerned with the rights of the disabled.

A declaration, prepared at the Conference, for the International Day of the Handicapped on 3 December 1993 was adopted by the Executive Committee and presented at the seminar.

A further ETUC seminar is planned at which a code of practice for the employment of disabled persons will be drawn up for discussion with the employers in the Social Dialogue.

4 - THE COUNCIL OF EUROPE'S SOCIAL CHARTER

The Council of Europe's enlargement to include the countries of Central and Eastern Europe gives renewed importance to its instruments, such as the European Convention of Human Rights, the Social Charter, the Social Security Code, and others.

The ETUC successfully pressed to have a reference to the Council of Europe's social instruments included in the final declaration of the Summit of the Heads of States and of Governments held in Vienna in October 1993.

The relaunch of a more substantial, functional and better-enforced

Social Charter was the most prominent achievement of the period. The ETUC, which had long argued for an improved Charter, was on the working group and worked actively for a successful outcome.

Substantively, the improvement to the Charter took the form of an Additional Protocol on Collective Complaints. This is now before the Committee of Ministers, but remains the focus of much controversy. For that reason the ETUC called on its member organizations to bring more pressure to bear on the Governments concerned to adopt this additional Protocol which is vital to the credibility and efficiency of the Social Charter.

A revised, strengthened Charter was also drafted and is on the Committee of Ministers' table, but is likewise encountering problems.

The Executive Committee adopted a resolution and a plan of action on the Council of Europe's Social Charter in June 1993.

The inter-governmental nature of the Council of Europe is a major obstruction to significant involvement by the social partners. Signs of an improvement are to be seen, however, in the form of hearings on social issues at the Conferences of Specialized Ministers.

The ETUC also sits on the Committee of Ministers' Liaison Committee between the Council of Europe and Management and Labour, which examines the Council's annual work programme.

5 - THE ILO

ILO standards are a fundamental yardstick for social progress, including for the European Union countries. The ETUC regrets that the Commission has sometimes overlooked that fact in developing its own rules and standards, as happened with the proposal on the protection of young people at work.

The ETUC has pressed the Commission to urge the Member States to ratify the ILO conventions and especially Convention 170 on dangerous substances in the light of the European Court of Justice ruling.

In this connection, relations between the European Union and the ILO were also clarified in an action which led the ETUC to issue a joint declaration with the European members of the Workers' Group on the ILO Governing Body.

The June 1994 Executive Committee hailed the ILO as both important and exemplary in a resolution to mark the organization's 75th anniversary.

The ETUC has also called on the Commission to promote the role of the ILO in the preparations and follow-up to the World Social Summit in Copenhagen in March 1995.

CHAPTER III

Economic Policy

1 - *PROPOSALS FOR GROWTH AND EMPLOYMENT*

The Congress period under review has been dominated by recession and constantly increasing unemployment. The Executive Committee has repeatedly voiced the European Trade Union Confederation's concerns and demands on growth and employment.

In 1991, the gravity of the situation was insufficiently appreciated in official circles: with the start of Stage 1 of EMU at the beginning of that year and the Maastricht Intergovernmental Conference at the end, the official view was that economic recovery was in sight. Attention was instead still focused on fighting inflation and reducing budget deficits through the introduction by each member state of nominal convergence programmes. The ETUC warned that an excessive stress on monetary policy at the expense of economic and fiscal policy would intensify economic difficulties. To use the language which became current, real convergence in terms of growth, employment and investment had to be pursued, not just nominal convergence.
The ETUC urged that a new Cooperative Strategy for Growth and Employment be adopted, and a significant step forward was taken when the European employers' organisations (UNICE and CEEP) joined with the ETUC in supporting such a strategy at the Social Dialogue Summit in July 1992.

The Commission, citing this Joint Opinion in support, succeeded in December 1992 in getting the European Council in Edinburgh to address directly the problem of growing unemployment - the British Presidency having refused such a discussion at the Birmingham Summit in October - with the result that a "European Growth Initiative" was adopted. The ETUC welcomed the change of tone that Edinburgh represented, but was critical of the weakness of the particular measures adopted. Moreover, some governments were arguing that the real cause of high and increasing unemployment was not the recession, but that labour markets were "inflexible" - i.e. that wages were too high, unemployment benefits and social security payments were too generous, and workers' rights were too extensive.

In June 1993, the ETUC urged the Copenhagen European Council to strengthen the Edinburgh Initiative, specifically by adopting measures which would cut unemployment in half within 5 years. The size of the EU investment facilities agreed in Edinburgh were increased, though not by enough, and more importantly the Commission was mandated to prepare a White Paper on Growth, Competitiveness and

Employment for the end of 1993.

This at last represented a recognition that the real issues of growth and employment - and not just the nominal ones of inflation and debt - had to be addressed if progress on Economic and Monetary Union was to be achieved. The proof of this was visibly demonstrated in the Summer of 1993 when financial speculators forced the devaluation of a number of European currencies, having judged that restrictive policies and continuing increases in unemployment were politically unsustainable.

In October 1993, the ETUC made its own contribution to the preparation of the White Paper. This recognised the need for Europe to be competitive, but argued that existing problems should not be exaggerated and lead to the adoption of short-sighted and counter-productive measures of deregulation or negative flexibility. Europe had to seek to be competitive with the best in the world, not the worst. Immediate and sustained action was required, and especially: a significant and concerted cut in real interest rates to stimulate private investment in the real economy, thereby reducing public debt and debt servicing, and helping to restore competitiveness; measures to control speculation; the adoption of European industrial policies; increased public and private investment, particularly in social and physical infrastructure, the environment, research and new technologies, training and labour market policies, even if that meant accepting a short-term rise in budget deficits; a substantial expansion of the EIB/European Investment Fund facilities decided at the Edinburgh and Copenhagen Summits to help finance such programmes, particularly trans-European networks; harmonising company, wealth and financial investment tax policies at European level; closer targeting of the Structural Funds and Cohesion Funds to ensure job creation and improved economic and social cohesion; the reduction and reorganisation of working time.

The ETUC also underlined the importance of renewing the European model of development which recognises that people were at the heart of the development process; that economic efficiency and social progress went together to produce growth, employment, higher living standards, and a fairer society; that active market forces had to be accompanied by active government policies, and that without well-resourced and efficient public services not only would the quality of life of the vast majority of people be poorer, but markets would also be unable to function effectively; and that rules and the process of adaptation in the social and industrial relations field had to be made through collective bargaining, tripartite

consultation and legislation, and not through unilateral regulation by employers or through blind deregulation;

The White Paper was duly issued in December 1993. Having met President Delors in March 1994, the ETUC Executive Committee's overall appreciation of the White Paper was "positive but constructively critical".

Positive, because unemployment was made the EU's central challenge for the rest of the decade: at least 15 million jobs were to be created thereby halving unemployment by the year 2000.

Positive also, because the inter-related agenda which was established - growth, competitiveness and employment - would help block attempts to centre the policy debate just on deregulation and neo-liberal solutions; because the European model for development, based on social as well as on economic progress, and on seeking to compete with the best in the world through high productivity and high standards, was endorsed (though seen as requiring renewal); and because key proposals, such as on infrastructure investment and on new areas of job creation, were in line with ETUC policy.

Also constructively critical, however, because the macro-economic recommendations, which continued to put great stress on reducing inflation and budget deficits, risked perpetuating the recession and hence short-circuiting the whole exercise; and because some of the labour market reforms proposed amounted to "negative flexibility" - i.e. they would reduce working people's rights without improving the quality or quantity of jobs.

In June 1994 the Corfu European Council had the task, under the provisions of the Maastricht Treaty, of approving the EU Economic Policy Guidelines. The ETUC argued, unsuccessfully, that the Guidelines should give higher priority to growth and employment and less to inflation. The ETUC also proposed that with specific recommendations being made to the Social Partners, ECOFIN, as well as the Commission, had to be prepared to accept prior consultation with them; that the role of the Parliament should be enhanced by making the adoption of the Guidelines subject to the existing "cooperation procedure" (Article 189c); and that central bankers should recognise that the stability objective covered the risks of deflation as well as those of inflation, and that they were obliged to respect the Community's general objectives on growth, employment and competitiveness.

By the Autumn of 1994 it became clear that Europe was enjoying a recovery - and being export-led, concerns about loss of competitiveness were put into perspective. However, the ETUC cautioned against complacency and official inactivity. There were still serious risks that relatively high interest rates and premature reductions in public debt could lead the recovery to stall. And even if growth rates of 3% a year were achieved and sustained, it appeared unlikely that that alone would be sufficient to cut unemployment in half by the end of the century. Certainly stronger labour market policies were required, but the top priority had to be to build a European economy big enough and strong enough to sustain in a competitive world high employment levels.

That meant attention had to be focused on the industrial policies which could ensure much higher levels of investment, and that in turn meant that the snail's pace of progress on the Union's proposals for transport, communication, energy and environmental investment had to be urgently overcome.

The Essen European Council at the end of the year did establish a five-point agenda for labour market action, but once again the existing, and essentially passive, monetarist policies, were reaffirmed.

2 - *TAXATION*

In December 1992, the Executive Committee adopted a statement on taxation policy which had been drawn up by a joint ETUC/ETUI working group. The statement, which was presented to the Commission, requested that taxes which directly affected other countries should be the subject of basic rules agreed at Community level by majority voting in the Council subject to democratic control by the European Parliament. One such tax should be on income from capital, and another was corporation tax. A Community tax surveillance instrument was required to combat "tax dumping".

Subsequent attempts to get UNICE support for more resolute EU action in these areas failed.

The White Paper on Growth, Competitiveness and Employment proposed that in order to encourage employment, particularly of less skilled labour, member states should set themselves the target of reducing non-wage labour costs by an amount equivalent to 1-2% of GDP. In order to compensate for revenue losses, the White Paper suggested that taxes related to the environment, consumption or

income from interest payments could be raised on an European basis.

In its statement on the White Paper (March 1994) the ETUC recognised that if countries were starting afresh with their tax systems it would make no sense to tax heavily an under-utilised resource - labour, and to tax a scarce resource - the environment - lightly, if at all.

Tax balances had developed differently in different countries: a tax or charge which might seem high in one country might well in practice be balanced by another tax or charge which was low. Levels of benefits also needed to be taken into account. It was not in fact clear to what extent the White Paper calculations had taken all factors into account. Certainly, studies within the OECD on the effects on employment of reducing non-wage costs had not shown a strong positive correlation.

As long as the evidence on the employment effects was unclear, trade unions were bound to be concerned that proposals to reduce non-wage labour costs - and particularly social security contributions - would be used to reduce benefits and to attack the welfare state generally. It was true that the White Paper did not suggest this: it discussed which taxes could be introduced or increased to balance non-wage cost reductions. But it was very striking that employers' organisations and others were finding all sorts of reasons to oppose such compensatory alternatives.

This certainly did not mean that the EU should not act on eco-taxation and on savings taxes - the ETUC had argued that it should. However, the case had to be argued on its own merits - the need to help preserve the environment and to prevent dumping - and not be made directly dependent on changes to non-wage charges.

3 - ENVIRONMENT

Disregarding sector to sector variations, the state of the environment in general has scarcely improved in recent years. So concluded the Commission's introductory report to the 5th Community programme for the environment - a framework programme laying down guidelines for society as a whole. In meetings with the Commission, the ETUC welcomed the principle of shared responsibility, which is intended to give the individual a sense of responsibility at all times for the environmental consequences of their functions and actions. The trade union movement is ready to shoulder its share of the responsibility both within and outside the firm.

Article 2 of the Maastricht Treaty included the concept of "sustainable ... growth respecting the environment". What was lacking were the instruments through which to attain this type of development. The Commission drew up two proposals to that end: one on eco-audits, the other on eco-labels.

The eco-audit is a management tool for the control of company environmental practices, aiming to promote continued environmental betterment. Worker and trade union participation are essential to the success of the eco-audit. Sadly, in December 1992 the British Presidency struck out the reference to trade union participation contained in the Commission proposal.

The ETUC is waging an unremitting campaign to secure trade union involvement.

The eco-label is an instrument by which the European Union is striving to encourage the development of more environmentally-sound products. In March 1992, a structure for consultations was set up, on which we successfully forced trade union participation. The Eco-label Forum sets the criteria for the award of the label.

In representations to the Commission, the ETUC argued the positions on environmental policy adopted by the March 1992 Executive Committee. The ETUC demanded trade union participation in activities connected with the urban environment and called for a set of ecological security measures (e.g., for movements of waste) to be introduced to a precise timetable in the newly-completed Internal Market.

Contacts are being kept up with the European Environmental Bureau, and environmental groups.

The ETUC is represented in the new high level consultative body set up in 1994 under the 5th Community programme for the environment.

In July 1994, the ETUC was a founding member of the European Partners for the Environment (EPE) - an association of representatives of industry, environmentalists, consumers and trade unions formed to create a shared sense of responsibility among all the partners concerned by environment policy.

4 - *ENERGY*

The October 1992 Executive Committee adopted a resolution on energy policy in which has been the basis of regular contacts with Commission and European Parliament officials.

Topical discussions revolved principally around proposals on the internal market and energy, the Energy Charter and the Commission's initial proposals for a new energy policy.

On the internal market and energy proposals, the ETUC warned against the dangers of unregulated opening of markets and networks, and emphasized the pernicious effects which uncontrolled liberalization of markets could have on employment and on the positive achievements of public services.

The ETUC called for managed change through structured consultations on energy policy at both European and national level involving the social partners and all the interested parties.

The Commission presented a preparatory document for a Green Paper on new energy policy guidelines. The ETUC and the European industry committees concerned put out policy positions on the matter.

In association with its Greek member organizations, the ETUC organized a conference in Athens in June 1994 on "renewable energies and employment".

The European Energy Charter was signed in December 1994. But the ETUC's proposal that the Treaty should include a social/labour clause providing guaranteed working conditions for those employed in the energy sector was not accepted.

5 - *RESEARCH POLICY*

The past four years have been marked by discussions on the new priorities of industrial research and development policy. The competitiveness-driven R&D policy was opened up to other areas of activity by the Maastricht Treaty, fulfilling a long-standing demand which the ETUC has consistently pressed in its regular contacts with the Commission and the European Parliament. The policy of targeted socio-economic research announced in the new 4th framework

programme for R&D will be a basis for dealing with the issues of living and working conditions, and conditions of employment.

The ETUC continued to prioritize cooperation between trade unions and the research community to give trade unions improved access to research projects and, more generally, an influence over the content of research activities. A series of trade union conferences on the matter were staged in most of the Member States during the period under review.

The ETUC continued to sit on the Commission's Industrial Research and Development Advisory Committee (IRDAC).

6 - *INDUSTRIAL POLICY*

Early in 1991 the ETUC gave a broad welcome to the new industrial policy guidelines ("the Bangemann document"). These said that while the main responsibility for improving the competitiveness of industry was with individual firms, the public authorities nevertheless had to play an important role in terms of ensuring the right macro-economic framework, supporting R&D, taking into account the special needs of SMEs, developing human resources, helping to develop trans-European networks, and improving the functioning of the internal market generally. The ETUC was critical however of the fact that insufficient attention was given by the Council to the importance of the information, consultation and participation rights of working people in securing successful structural change.

The debate generated by the Guidelines contributed to the incorporation of an industrial policy chapter in the Maastricht Treaty, though in practice its scope was severely limited by the maintenance of the principle of unanimous voting.

In its follow-up document to the Maastricht Treaty, "The Means to Match our Ambitions" (February 1993), the Commission proposed that industrial policy objectives should be promoted by better coordination of Structural Funds' resources relating to infrastructure, research and training - and that a new Objective Four of the Funds should be established for the purpose.

The ETUC supported this, arguing that the completely free play of "market forces" could not be relied upon to produce an industrial (or services) structure which met other economic and social objectives. In practice, all governments, including Europe's competitors, pursued

policies which influenced, directly or indirectly, the behaviour of their industries and sectors. It was essential therefore that these policies were reconciled, coordinated, and, where necessary, complemented at the European level. The public authorities, at the European as well as at the regional and national levels, needed at the very least to be well informed about what was happening in their economies, so a European "Observatory" on Industrial Policy should be established. Strategies based on national "champions" were no longer appropriate - it was in any event very difficult to successfully "pick winners", even European winners - but problems, particularly at a sectoral level, could often be identified and be responded to early on.

The Commission returned to the issue of industrial policy in its White Paper - though by this time "competitiveness policy" had become the new expression for it. The White Paper argued that achieving and maintaining international competitiveness was very important - but that it had to be done in ways which also promoted growth (and hence higher living standards) and job creation. The Union had to try to compete with the best in the world and this meant that an approach based on high standards and productivity had to be pursued.

The ETUC strongly supported this aspect of the White Paper, and was very critical of a report on Competitiveness issued by UNICE in 1994 which, in essence, argued that competitiveness could be assured through cutting the size of the public sector and by reducing workers' rights and standards.

In September 1994, the Commission issued a specific follow-up Communication to the earlier Bangemann document entitled "An Industrial Competitiveness Policy for the European Union". Like its predecessor, the new document was based on three broad principles:

- firstly, that the primary responsibility for achieving competitiveness lay with industry itself, though the public authorities had the responsibility of seeking to provide a favourable environment. Thus the stress was on horizontal as opposed to vertical policies (with the effectiveness of sectoral intervention policies having been heavily criticised in the 1990 document);

- secondly, Community industry had to operate in an open environment globally as well as within Europe;

- thirdly, the public authorities had to be vigilant in ensuring

their own efficiency.

From these three principles four priorities were established concerning the promotion of intangible investment, facilitating both industrial cooperation and fair competition, and modernising the role of the public authorities.

These same principles and priorities had been reflected in a separate report on the "Information Society" - which the Commission had presented to the Corfu European Council in June 1994.

In close consultation with the Industry Committees, the ETUC is working out a detailed position in order to make an input to the work programme on industrial competitiveness policy which the Commission was due to issue in April 1995.

7 - *INTERNATIONAL TRADE AND SOCIAL CLAUSES*

The ETUC continued to work for a successful conclusion of the Uruguay Round on the grounds that Europe was the biggest trading power in the world, and consequently had the greatest to gain from the negotiations, and potentially the most to lost from a retreat into protectionism. Though the Confederation endeavoured to follow most aspects of the negotiations, the chief priority was to secure the inclusion of a Social Clause into the GATT treaty (as well as into other international economic agreements).

In a joint statement with the ICFTU and WCL in February 1994, the ETUC said that social clauses should lay down that only those countries which respected basic human and trade union rights should be entitled to the benefits that participation in the GATT system offered.

As a minimum, social clauses should seek to guarantee rights relating to the freedom of association, collective bargaining, and equal treatment, and to prohibit forced and child labour, in accordance with the relevant ILO Conventions.

The GATT negotiations concluded in April 1994 without a definite agreement on the incorporation of a specific social clause in the Treaty of the successor organisation - the World Trade Organisation. Instead, it was agreed that a working group should be established to see how progress could be made on the issue. These discussions are continuing.

The ETUC - and especially its European Industry Committee for the textiles industry - also pressed for social clauses to be introduced into the European Union's Generalised Scheme of Preferences. The Council agreed in December 1994 to Commission proposals that GSP advantages would be withdrawn from 1995 onwards from countries which practised any form of forced labour, and that an incentive social clause would apply from 1998 for child labour and freedom of association. Given the international deadlock over the issue, this is a first, but highly significant, step forwards.

CHAPTER IV

Policy for Employment

1 - *ACTIVE LABOUR MARKET POLICIES*

Unprecedented levels of unemployment affecting all categories of worker put the issue of employment and the development of active labour market policies at the top of the ETUC's priorities.

The ETUC has constantly pressed for economic policies which would promote sustainable and job-creating growth, coupled with essential active employment policies in order to address the quantitative and qualitative changes on the labour market.

In representations to the European institutions and within the Social Dialogue, the ETUC has argued for: developing more varied forms of work; reducing and reorganizing working time; creating jobs in new areas of activity; providing effective employment services, and upgrading the skills and qualifications of workers through vocational training; and achieving greater equality between women and men, and between national and immigrant workers.

In all forums, the ETUC has advocated genuine reforms to rid the labour market of stubborn structural problems through "positive", negotiated flexibility rather than the "negative" flexibility often propounded by employers and governments, designed simply to roll back the established social achievements and rights of European workers.

This approach has constituted the common thread running through the ETUC's different contributions to the debate around the White Paper and the White Paper on Social Policy, as well as its participation in a series of European-level initiatives. The reduction and organization of working time was the subject of an ETUI/ETUC conference held in Düsseldorf in December 1994. The conference materials and proceedings are being published.

During the period under review, the ETUC took part in the meetings of the Standing Committee on Employment, a forum for consultations and cooperation between the Ministers of Labour of the Member States, the Commission and the European social partners. Leaving aside the British Presidency, which refused to convene a meeting, the Committee met five times to discuss the following issues: women's employment, immigration and employment; Community supporting arrangements for employment; indirect wage costs; adaptability and training; new forms of work, and part-time work.

Two sessions were particularly significant: that under the Belgian Presidency - attended by the President-in-Office of the ECOFIN Council, and that under the German Presidency on part-time work called the same day as the Council of Social Affairs Ministers met ostensibly to discuss the same topic.
At this meeting, the ETUC accepted part-time work as one element of a new pattern of working and an active labour market policy, and clearly marked out its position as follows:

- part-time work must basically be a voluntary choice, with proportionate pay and equal employment rights and social protection.

- part-time work must only be introduced on the basis of rules which establish its relation to full-time work;

- the fact that women form the majority of part-time workers must not result in the development of a new form of two-tier employment;

- all EU measures must take account of the ILO Convention on part-time work, adopted in June 1994;

- the ETUC is ready and willing to engage in constructive dialogue with the employers on this issue.

The European Council, meeting in Essen in December 1994, adopted a plan of action on unemployment, which called on Member States to draw up multiannual programmes to be monitored in a joint exercise by the ECOFIN Council, Social Affairs Council and Commission. An annual report must be drawn up for the Heads of State and of Government. The ETUC proposed that the social partners be involved in this initiative, which foresees the "multilateral surveillance" of employment in the same way as the multilateral surveillance of economic policies.

An upgraded Standing Committee on Employment would be the appropriate forum for this exercise.

2 - *TRAINING*

The development of "quality" education and vocational training throughout working life are the essential foundations for active employment policies,

for mastering the process of industrial change, and for improving the competitiveness of European industry.

In its activities and representations to the European Institutions over the past four years, the ETUC has focused on the right and conditions of access to training.

The ETUC's main proposals on initial and continuing vocational training have centred on:

- a guaranteed two years' quality vocational training for all school-leavers leading to recognized qualifications;

- developing new types of training to ease the transition and adjustment from school to working life. These would include apprenticeships, practical professional training in firms, shorter and more practical sandwich training, more open curricula. The status of young trainees should also be clearly defined;

- life-long vocational guidance which supports individuals in developing their life and career plans, by clarifying their aspirations and abilities, with information on the realities of the labour market, changing professions and occupations, the employment market and economic realities;

- channelling between 2 and 2.5% of the labour force - about the annual labour market entry rate - into education and training each year;

- eliminating obstacles resulting from the non-recognition of diplomas and vocational qualifications;

- developing ways, especially through training, of promoting equal opportunities between men and women and reabsorbing the long-term unemployed into the labour market;

- negotiating controlled technological advance and changes to deliver an effective response to the problems of manpower management, training and skills, work organization and adaptation to changing job requirements:

- developing training plans fitted to the size and needs of the firm, negotiated with the trade unions.

Given the differing country-to-country levels of trade union participation in national bodies responsible for training policy, management and development, the ETUC has insisted that trade unions be given a proper role. The social partners are the main players in this area and must therefore participate fully in policy development.

The inclusion in the Treaty on European Union of two articles on education and vocational training (articles 126 and 127, respectively) opened up new opportunities for developing a Community policy on education and vocational training, notwithstanding the fact that attempts to harmonize systems have been abandoned.

The Commission used these two Treaty articles as the basis for two proposed Community programmes, one in the field of education - SOCRATES - and one to implement a vocational training policy - LEONARDO da VINCI - both for the period 1995-1999.

These proposals, which were approved by the Council in 1994, are an effort to rationalize, simplify and bring transparency to existing Community programmes in the field of education and vocational training which were pressed for by the ETUC both in the European Union's Advisory Committee on Vocational Training and in the two Programme Committees - PETRA and FORCE/EUROTECNET- on which the trade union organizations sit.

The objectives of these two programmes - the development of a European dimension of education; targeted help for improving the quality of Member States' systems, machinery and policies, and the innovatory potential of training activities; and the phased introduction of a European vocational training network - are in line with the ETUC's own aims.

During the negotiation of these programmes, the ETUC had to be vigilant on a number of matters in order to secure:

- recognition by the Commission and Member States of the social partners' role in drawing up, implementing and evaluating European and national policies, and in programme management and application through equal representation with the Member States and equal status in the Programme Committees;

- greater coherence, coordination and additionality between SOCRATES and LEONARDO to develop good quality

educational provision and a high level of skills, and for greater coherence, coordination and additionality between both programmes and other Community policies and instruments directed towards capitalizing on human resources, combatting exclusion and unemployment, such as the Structural Funds - and especially the Community Initiative Programmes (NOW, HORIZON, YOUTHSTART, ADAPT) - and the 4th Framework Programme of Research and Development;

- greater transparency and additionality between Community programmes and policies and national education and training policies by working towards pre-set common objectives: programmes cannot be regarded as an end in themselves, but as ways to achieve the goals set.

The participation and commitment of the social partners - especially through the PETRA and FORCE/EUROTECNET Programme Committees - contributed greatly to the success of programmes under way, as two studies commissioned by the ETUC show.

Another notable development in 1994 was the inception of the Turin-based European Foundation for Training in the Countries of Central and Eastern Europe. The ETUC sits on the Advisory Committee for the Foundation.

3 - CEDEFOP

Three salient changes occurred to CEDEFOP during the period under review: the adoption of the Guidelines for 1993-97; the appointment of a new Director and Deputy Director; and the decision to transfer the Centre's headquarters from Berlin to Thessalonika.

The adoption of the Guidelines wrought a series of changes to the institutional relations of CEDEFOP and its Management Board partners, both as regards redefining the Centre's missions and the reorganization of its internal management.

These changes also led the Management Board to review the terms of office of the Centre's Director and Deputy Director. Future Directors will now be appointed for a maximum term of ten years on the grounds that an organization like CEDEFOP must preserve its potential for mobility and innovation.

The terms of Director Ernst PIEHL and his Deputy Director having

expired, both the ETUC and the UNICE pressed the Commission to appoint the Centre's new Director and Deputy Director in accordance with the existing "gentlemen's agreement", which provides that the positions should be filled by persons from European social partner organizations. CEDEFOP and the Dublin Foundation are, at present, the only two Community agencies run on a quadripartite basis, and in which the social partners can, via their respective groups on the governing body, propose candidates for management positions. This brought the ETUC's nominee, Johan VAN RENS (FNV-Netherlands), to the post of Director of the Centre in July 1994.
No entirely satisfactory solution has yet been found to the other challenge laid before CEDEFOP - its transfer to Thessalonika, decided by the Brussels European Summit of 29 October 1993.

This decision, taken without consultation of the social partners, came at a delicate time for the Centre - in the midst of internal reforms and with two thirds of its Management Board recently renewed.

The relocation and the conditions on which it is to take place - especially as regards the Centre's facilities and social support for the Centre's staff - entails a lengthy process of negotiation with the European Commission, in which the Workers' Group has been engaged since the decision was first announced.

What this has done, however, is to increase the Workers' Group's involvement in the Centre's day-to-day activities.

This commitment offers a base for giving a fresh impetus to the CEDEFOP as an instrument of particular value to the European social partners for human resources development, and improved vocational training and qualifications for workers.

CHAPTER V

Economic and Social Cohesion

1 - *STRUCTURAL FUNDS AND REGIONAL POLICY*

The economic and social cohesion policy introduced by the Single Act in 1987 has become an increasingly significant component of Community activities since the idea of the Internal Market - and especially Economic and Monetary Union - was first mooted. The Maastricht Treaty expressly includes cohesion among the Union's objectives.

That said, the Structural Funds remain the Union's paramount means of promoting economic and social cohesion.

While continuing to emphasize that all Union policies must have cohesion as their aim, the European Trade Union Confederation has closely monitored the changes introduced to the Structural Funds, arguing for trade union demands at every end and turn. The Funds are crucial mechanisms for redistributing resources so as to redress the imbalances between regions and social groups. The highlights of the period were the substantial boost in the Funds' budget for the period 1994-1999, the creation of the Cohesion Fund, and the approval of new regulations for the operation of the Funds.

The June 1993 Executive Committee resolution emphasizes the need for the Funds to have a real and measurable impact on employment; the importance of additionality and consistency in Fund operations; and the crucial importance of close consultation with the social partners, at the levels concerned, not only in programming, but also when monitoring and evaluating operations.

The ETUC's demands on the specific matter of social partnership were based on the findings of two studies commissioned by it, which involved many regional trade union bodies.

The first, carried out by the research institutes of the Italian affiliated organizations, CGIL, CISL and UIL, was on the institutional jurisdiction and prescriptive framework of European regional policy, and the role of the social partners. The second, coordinated by the ETUI, focused on trade union participation in the Community's structural Interventions during the period 1993-1998. These studies, which were discussed in a series of seminars staged by the ETUC, concluded that the social partners had to be consulted first and foremost at regional level for regions lagging behind in development (Objective 1) and declining industrial regions (Objective 2), and at national level for the so-called "horizontal" objectives.

Recent programming practice for Objective 1 regions - the recipients of the great bulk of Community funding - shows that social partnership takes a wide variety of forms, none of them very satisfactory, except in a very few instances.

The Commission's failure to respond to the ETUC's call for technical assistance for the social partners prevented the Confederation from providing adequate support to trade unions in the regions. Lack of resources also cut short the planned establishment of networks of trade unionists in the regions concerned to facilitate the exchange of experiences and transfer of know-how in Community regional policy matters.

At European level, the ETUC continued to foster coordinated trade union participation through annual consultations of the social partners on European structural policies under Community regulations, and regular briefing sessions on activities under the new Cohesion Fund.

2 - *SOCIAL FUND*

The Maastricht Treaty gave the European Social Fund the task of facilitating the adaptation of workers to industrial changes and to changes in production systems (Objective 4). The ETUC sees this as a major development in which the social partners must be directly involved. It has been raised as a Social Dialogue issue, but UNICE as yet remains very unwilling to go along this road. After the Social Dialogue meeting on training of 8 November 1994, however, the Commission agreed to make arrangements for the European social partners to at least be involved in Community initiatives under Objective 4 (ADAPT programme).

The ETUC still finds the operation of the Social Fund Committee unsatisfactory - despite being the only body in which social partner participation is expressly prescribed by the Treaty. That is due to the composition of the Committee itself, which essentially reflects national situations, leaving the ETUC with a difficult coordinating role - including on transnational issues - and to the difficulty of establishing linkages and consistency between the vocational training aspects of measures decided by the Social Fund (Objective 3: long-term unemployed and unemployed young persons; Objective 4: industrial change) and those discussed in the Advisory Committee on Vocational Training and carried out by the Human Resources Task Force.

This is particularly so with Community human resource initiatives under the Social Fund. Significantly, however, the new LEONARDO programme attempts to remedy this situation. The ETUC has also called for the Commission to draw up a detailed inventory of resources which are in any way intended for vocational training and to evaluate their employment impacts.

3 - INTER-REGIONAL TRADE UNION COUNCILS

For several years, ETUC affiliated organizations in adjacent regions on the internal - and sometimes external - borders of the European Union have been cooperating to protect the interests of workers in cross-border areas (Euro-regions).

This practice, accelerated by the completion of the Internal Market and the Union's policies towards border regions, has gradually become institutionalized in the form of Inter-Regional Trade Union Councils whose activities are coordinated at European level by the ETUC Secretariat.

Since the 7th Statutory Congress, the number of ITUCs has almost doubled from 13 to 22. Two of them also include trade unions from the countries of Central and Eastern Europe. During the period under review, the ETUC staged two Symposiums (in October 1992 and 1994) for delegates from all the ITUCs. A select ITUCs working group meets several times a year.

While not all ITUCs are equally active, they are all gaining recognition as trade union players at Euro-regional level in matters relating to free movement, mobility of workers, employment, area planning and management and integrated economic development. The strength of the ITUCs' trade union approach lies in the member organizations' ability to mount joint activities of Euro-regional relevance.

The ETUC's role lies in coordinating the demands expressed by the ITUCs in representations to the European Institutions, having regard to specific programmes like the cross-border EURES and Interreg II. The October 1994 Executive Committee approved a Resolution put forward by the ITUCs on social security for frontier-zone and migrant workers, and employment policies in the Euroregions.

CHAPTER VI

Democratization of the economy
Working and living conditions

1 - *EUROPEAN WORKS COUNCILS*

The rights of workers in multinational firms to be informed and consulted had long been high on the list of European trade union demands.

The bitter experiences of companies "location shopping" across frontiers without even the slightest attempt to inform workers - as in the case of Gillette or Hoover - led the ETUC to focus intense efforts on this aspect of industrial democracy in the period after the Luxembourg Congress. Under the stimulus of these negative experiences the ETUC redoubled its efforts, heartened by the positive achievement of the steadily growing number of voluntary works councils set up at the instigation of Industry Committees.

The highlight of the first phase was the conference organized by the ETUC at Maastricht in September 1991, where some 500 participants discussed the proposal for a directive submitted by the Commission in January 1991 from practical examples (Unilever, BSN, Bull, Volkswagen, Allianz, etc.) of negotiated transfrontier information and consultation arrangements.

In December 1991, the proposal was blocked in the Council of Ministers by the British government veto and the irresolution of other Member States. Unlike the "Vredeling" directive, however, it was not destined to be shunted into a blind alley for various reasons: one was the Maastricht Treaty and the scope for qualified majority voting under the Social Agreement; another was the organized lobbying by the ETUC and industry committees at European-level, buttressed by affiliated confederations' initiatives at national level.

The European Parliament is to be thanked for much of the success of this campaign: in 1992, it established a budget line to fund the organization of meetings between workers' representatives in transnational firms, pending the adoption of the Directive. Rarely can a budget line have been put to better use than this, even if it has had to be argued for afresh every year since. Between 1992 and 1994, this line helped fund meetings between some 8-10,000 trade unionists and shop stewards a year to lay the ground for future negotiations with the management of transnational firms in nearly 900 meetings set up by the European Industry Committees, national confederations and, in a number of cases, the industry federations of the different countries.

A second, legislative phase opened in Spring 1993, when the Danish Presidency reactivated the debate in the Council of Ministers: in October 1993, the Belgian Presidency engineered a compromise between the Eleven, significant for the fact that the Maastricht Social Agreement, which came into force on 1 November of that year, enabled a decision to be taken without Britain.

What was novel in this compromise, which the ETUC Executive Committee considered a positive basis for discussions, was the idea that the negotiating partners should have full autonomy - workers' representatives and company management were free to negotiate an agreement. The Belgian proposal laid down certain rules for the negotiations, but no conditions as to the outcome. The minimum provisions of the Annex would apply only if no agreement was reached. Another innovation was the possibility of establishing procedures for information and consultation as an alternative to a European works council.

The ETUC backed this development by calling another conference on European works councils in Antwerp in early December, attended by some 400 union delegates and representatives of the Commission, Council and employers' organizations.

Meanwhile, the Commission embarked on the first round of consultations with the social partners under the Maastricht Protocol. The ETUC's response was immediate and unambiguous: there had to be a directive and European works councils had to be set up. UNICE was very unwilling, not to say completely hostile to the idea. It objected to regulation and binding structures under any circumstances, but claimed to be willing to negotiate with the ETUC

On 8 February 1994, the Commission caught everyone unawares with its draft for the second round of consultations. This ignored the Belgian compromise and even dropped the concept of works councils altogether, eliciting criticism from the ETUC, European Parliament and several governments.

The ETUC resolved to test UNICE's professed willingness to negotiate. At an ad hoc meeting of the Social Dialogue Committee held on 22 February without the Commission, the idea of a 4 week exploratory phase was agreed on, not without difficulty given the employers' attitude. After two bargaining sessions on 9 and 17 March, the ETUC's proposal for a preliminary agreement on the essential points was accepted, but again with significant differences on the content.

It was not until the very last minute - 29 March - that UNICE finally agreed to the ETUC's draft; even as it did so, however, the British employers' organization (the CBI), issued a press release dissociating itself from the negotiations and disowning UNICE's position as going unacceptably far.

The ETUC therefore took it that the talks were off and asked the Commission to bring forward legislation. On 16 April, the Commission presented the Council with a new proposal which incorporated much of the Belgian text and a number of suggestions advanced by the ETUC during the negotiations with UNICE and CEEP. It also restored the use of the term "European works councils".

The determination and efficiency of the European Parliament in getting its Opinion published before dissolution enabled the Council to produce its first common position under the Greek Presidency on 22 June.

While remaining critical of certain provisions, the ETUC resolved to press for the earliest possible approval of the directive. That was done on 22 September, after the second reading in the European Parliament.

With this key objective of the ETUC's strategy on fundamental social and employment rights achieved, the ETUC is now monitoring the transposition of the directive into national legislation, and coordinating trade union positions. This new Directive on the European statute book cannot but give a fresh impetus to the voluntary agreements instigated by the Industry Committees.

The ETUC continued to monitor progress - or rather, the lack of it - on the European Company during the period under review.

2 - *HEALTH AND SAFETY*

The linchpin of the ETUC's health and safety activities is the Luxembourg Advisory Committee on Safety, Hygiene And Health Protection At Work (ACSH), in which the European Trade Union Confederation coordinates and acts as the spokesperson for the Workers' Group in plenary sessions with the Commission and other groups represented in the ACSH. Proposed and prospective Community measures are discussed in depth in a series of ad hoc

focus groups. The great advantage of working in the ACSH is the scope it offers for influencing Community measures at the earliest stage. The ad hoc groups propose a common position to the plenary session; a Community measure can then only be taken further if the plenary session adopts a position in favour. Cooperation with the technical experts of the Trade Union Technical Bureau (TUTB) is a major advantage for the ACSH Workers' Group.

Activities in 1992 and 1993 were very much focused on the European Year of Safety, Hygiene and Health at Work which itself centred around four core aspects: clean air, noise abatement, welfare at work and occupational accidents.

During the year, the ETUC organized a series of seminars: one in June 1992 in Copenhagen on safety and health management in firms; one in October 1992 in Thessalonika on clean air in the workplace; one in November 1992 in Amsterdam on stress; and one in January 1993 in Hattingen on occupational cancers.

The culminating point of our activities during the European Year was the European Health and Safety at Work Forum in London from 17 to 19 February 1993, attended by 500 delegates from European-scale firms - works councils, health and safety committee members, safety officers, occupational medical practitioners, etc. - along with factory inspectors, and representatives of public authorities, government Ministries and the European Commission. Workers from transnational groups presented 28 case histories drawn from 12 countries. The various working groups held during the Forum all stressed the importance of the Framework Directive and deplored the delays in implementing it. The Forum also concluded that many of the concepts and ideas of protection at work were specifically male-oriented. If these limitations are to be overcome, it is essential that safety be designed into jobs and production processes.

The Third European Community Action Programme for Health Protection and Safety at Work came to an end at the close of 1992. The ACSH set up a working group in 1991 to consider proposals for a new action programme. The group consulted widely, but at no time during this period were proposals forthcoming from the Commission. A compromise was worked out with the employers on a recommendation, which also found support among the governments. The recommendations were adopted unanimously in Copenhagen in February 1993, and the Commission amongst others was invited to produce appropriate information on the way European legislation was being applied in the Member States. The Commission and Member

States were put on similar notice to give employers and employees a say in the application and enforcement of European legislation. The proposed new subjects of Community measures included: genetic screening and monitoring of workers, multidisciplinary protective and preventive services, general medical surveillance, nervous, mental and physical stress, risk assessment, development of clean technologies to build bridges between health protection at work and environmental protection.

While the Commission welcomed the ACSH's recommendations, the resulting "framework" document published in November 1993 proved disappointing.

The Green Paper on Social Policy likewise touched only in passing on health protection at work, while the subsequent White Paper on Social Policy fell well short of the recommendations made by the social partners.

It must be said, however, that the new proposals for the fourth action programme put forward by the Commission in November 1994 are more closely in line with the ACSH's conclusions, although still lacking in many respects.

In the four years since the Luxembourg Congress, the ACSH Workers' Group has dealt with a long series of Community initiatives.

The ETUC has constantly striven to maximize the input of member organizations' experiences into discussions, and has generally succeeded in improving the Commission's proposals. While the employers' interest in the negotiations and compromises reached within the ACSH has certainly been to our advantage, the battles have still been hard fought. We have suffered a setback on only one issue: protection for agricultural workers.

"Workers' Group" seminars were also organized in Rome in September 1993 on workplace risk assessment and in Bilbao in October 1994 on genetic screening and monitoring of workers.

A first joint seminar with health and safety protection experts from Central and Eastern European countries was held in Bratislava in June 1994.

With the new European Safety and Health at Work Agency based in Bilbao we find ourselves with an Administrative Board comprising 12 representatives of the Member States, but only six representatives

each from the employers and workers, and three Commission representatives.

The ETUC and UNICE have both protested strenuously against this, calling for balanced participation by the social partners.

The question remains open, and a revision of the regulation seems increasingly likely, especially with the enlargement of the Union to Fifteen on 1 January 1995.

3 - *EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS*

The Dublin Foundation's Administrative Board is a tripartite body. The Workers' Group members on the Administrative Board are appointed on a proposal from the European Trade Union Confederation.

The ETUC coordinates the Workers' Group (and UNICE the Employers' Group) on the Administrative Board.

The Board is chaired by the component groups in turn. The Director and Deputy Director are nominated under a Gentleman's Agreement similar to that of CEDEFOP. The current Deputy Director is Erik VERBORGH (FGTB - Belgium).

The ETUC sees the Foundation as a unique forum for discussions between the social partners on improved living and working conditions, where it can help reach new conclusions, bring to light new issues, offer fresh approaches. The Foundation produced the first-ever comparative survey of working conditions in Community countries during the European Year of Safety, Hygiene and Health at Work. Its work on participation, information and consultation is of incalculable value to the social partners. In recent years, the Workers' Group on the Administrative Board has pressed for gender equality issues to be highlighted in the Foundation's research in progress, and for a separate section on equal treatment to be included in the Foundation's four-year programme.

Both the ETUC and UNICE have argued the case for the Foundation's unique position and autonomy, while accepting that more of the Foundation's potential should be put to use under Commission programmes. The ETUC and UNICE were united in opposing the Administrative Board's decision to wind down the Foundation's

health protection and work environment activities as a result of the establishment of the Bilbao Agency for Safety and Health at Work, because the Foundation's core activity is research while the Bilbao Agency is mainly concerned with collecting and disseminating information.

4 - CONSUMERS

The workers' movement has long been vigilant towards consumer issues. The importance of trade unions to consumers goes far beyond the simple fact that every worker is also a consumer of goods and services. Our members are also concerned to see that safe and healthy products are manufactured in a clean and healthy environment. Consumer groups and trade unions work side by side in a wide range of areas. The ETUC Consumers' Unit, today named "EURO-C", is the European focal point of the consumer units set up by the affiliated confederations and many consumer groups friendly and allied to the broad trade union movement.

Through EURO-C, the ETUC sits on the European Union's Consumers' Consultative Council with three other recognized organizations: the European Bureau of Consumers' Unions (BEUC), the Confederation of Family Organizations in the European Community (COFACE) and EUROCOOP. Sadly, the BEUC's denial of pluralism in the consumer movement and attempts to exclude associations with links to the trade union movement from the Council are stopping the Council doing what it was set up to do.

During the period under review, EURO-C organized several seminars with assistance from the Commission: in The Hague in 1991 on trade unions and consumer representation; in Montecatini in 1992 on consumer information in the internal market; and in Vienna in 1994 on food quality and safety.

EURO-C has issued policy papers on the Commission Green Papers on access to justice and after-sales service, and taken part in the campaign to ban BST in milk and other consumer protection initiatives. It has been publishing an independent "Newsletter" since the start of 1994. In November 1994, a network was set up to improve the flow of information on consumer protection to ETUC member organizations. EURO-C is preparing a series of studies on key current issues, including the position of consumers in the countries of Central and Eastern Europe, labour clauses and public services.

CHAPTER VII

Anti-discrimination policy

1 - *EQUAL OPPORTUNITIES*

Ensuring that men and women enjoy equal opportunities and treatment remains an abiding priority for the European Trade Union Confederation. The Women's Committee has largely helped shape Confederation policy in this area.

Unfortunately, little new European legislation has been brought forward of late, existing legislation is not being applied properly, and equality as a Social Dialogue issue is barely at the starting-post.

The only new legislation to have been adopted is the 1992 Directive on maternity protection after the Women's Committee and the ETUC as a whole had stepped up their representations and pressure at both national and European level alike. One highlight of this campaign was the joint picketing of the Council of Ministers' building in Brussels by the Women's Committees of the ETUC, CSC and FGTB in November 1991.

On a proposal from the Women's Committee, the March 1992 Executive Committee adopted a resolution on the protection of the dignity of women and men at work. This set out trade union strategies and delivered the trade union response to the European Union Recommendation on the matter. The ETUC holds dignity at work to be a fundamental right which must be guaranteed both to secure equal opportunities for men and women and combat discrimination, and to promote improved health and safety at work.

Based on the findings of the Women's Committee that European equal pay legislation was not being effectively applied, the April 1994 Steering Committee adopted a Resolution on "equal pay for work of equal value". The problem is that individual complaints do not lead on to significant changes based on real knowledge of existing pay practices and discriminations at company and industry branch level. The ETUC is therefore calling for employers to be placed under a statutory obligation to provide information not only on employment, vocational training, and career plans, but also on pay structures broken down by sex in their companies.

After taxing negotiations, a Social Dialogue Joint Opinion was issued on women and training. On the initiative of the ETUC, it was decided to stage a seminar on the role of the social partners in connection with a fourth action programme on equal opportunities.

The Women's Committee has organized seminars and debates and drawn up proposals on: caring time; home work; the direct right to a replacement income for elderly retired persons; new sources of jobs linked to childcare facilities and care for the elderly; funding for these types of social infrastructure.

2 - *WOMEN IN TRADE UNIONS*

The urgent need to achieve equal opportunities and treatment (or building in a clear and substantial "gender perspective") is equally relevant to the trade union movement, where women are more heavily represented today than ever in the past.

Two closely connected issues arise: the adoption of equal opportunities as a structural component of all trade union policies including collective bargaining, and increased representation of women in trade union decision-making bodies at all levels.

In this connection, the December 1992 Executive Committee adopted a resolution proposed by the Women's Committee laying down a series of policy and organizational measures to achieve these aims. The same Executive Committee also decided that a Women's Conference would be held ahead of each ETUC Statutory Congress to review and evaluate what had been achieved. The Conference ahead of the 8th Congress will be held on 3 April 1995. Meanwhile, the Women's Committee has decided to submit a short-range "action plan" to the Conference.

The ETUC is also publishing a study on the specific issue of women's representation in union decision-making bodies and processes based on a survey of member organizations.

3 - *THE RIGHTS OF MIGRANTS AND MINORITIES. COMBATTING RACISM*

Rising unemployment, job insecurity and exclusions are directly responsible for the growing climate of intolerance and discrimination towards third-country workers.

These developments, which are the product of highly restrictive immigration policies operated by the great majority of governments in European Union countries, aroused the ETUC and its affiliated organizations to draw up common proposals to guarantee equal rights, promote the integration of migrants and ethnic minorities, and wage a relentless war against racism and xenophobia.

In November 1992, the Steering Committee of the ETUC adopted an action programme calling for the implementation of a Community policy on immigration and asylum; the harmonization of legislation at European level to eliminate all forms of discrimination on the grounds of race, colour, ethnic origin or religious convictions; civic and political rights for immigrants; simpler procedures for acquiring the nationality of the country of residence and freedom to hold dual nationality; the right of free movement throughout all Member States of the European Union including - after a statutory period of residence in a Member State - the right to seek employment in another Member State; the harmonization of policies on family reunification and residence permits; the development of real integration policies covering such key areas as education, vocational training, employment, foreign language learning, housing, social security and the status of the rejoining spouse; measures to combat illegal immigration and employment, and labour trafficking; the harmonization of asylum policies in line with the principles of the 1951 Geneva Convention; the development of a real anti-racism and anti-xenophobia policy through appropriate legislation and awareness-building campaigns directed at all sections of society; the implementation of a development cooperation policy which gives priority to debt reduction, assistance to education, access to health care and assistance in developing job-creating structural policies; ratification by the European Union countries of existing ILO and UN instruments on the rights of immigrant workers, human rights and combatting racism and xenophobia.

The lack of Community powers over immigration and asylum obviously detracts from any measures taken to combat discrimination, racism and xenophobia.

The Treaty on European Union merely expresses an intention to continue the work at intergovernmental level. The ETUC therefore proposes that at the next Treaty revision conference in 1996, these matters should be included within the Treaty as specific undertakings given by the Union.

The action programme formed the policy touchstone for the ETUC's many activities on the International Day for the Elimination of Racial Discrimination and during other initiatives staged at both European and national levels.

The ETUC Youth Group's Spring 1994 campaign also formed part of this programme, as did the development, in consultation with the ILO, of a workers' education handbook to help trade unions in Southern European countries assimilate migrant workers into their organizations. This has been an abiding concern of the ETUC, which has facilitated exchanges of experiences between affiliated organizations and helped strengthen cooperation with trade union organizations in the country of origin (most notably with the USTMA for the Maghreb) and contacts with migrant groups.

In response to an ETUC proposal, a Social Dialogue select working group has been set up to consider ways of combatting discrimination against immigrants and ethnic minority workers in the workplace.

CHAPTER VIII

A wider Europe

1 - *RELATIONS WITH CENTRAL AND EASTERN EUROPEAN COUNTRIES*

In the wake of the historic upheavals of 1989, the European Trade Union Confederation committed itself to forging active links and building cooperation with trade union organizations in Central and Eastern Europe. That commitment entered a new, deeper phase after the 7th Congress, focused particularly on trade union involvement in the increasingly structured relations between the new Eastern European democracies and the European Union.

The October 1991, March and June 1993 Executive Committees adopted positions on the PHARE programme and on the "European agreements" with certain countries in the region, notably Poland, Hungary, the Czech and Slovak Republics, Romania and Bulgaria. The ETUC's aim was to ensure that the social dimension was taken fully into account in all these instruments and that the governments of the countries concerned give the trade unions a recognized role in relations with the European Union.

This aim has not been wholly attained. While more social initiatives have been mounted under the PHARE Programme, including through specific projects to promote the Social Dialogue, in which the ETUC is a partner through the European Trade Union Institute, the demand that consultative bodies should be set up to allow the social partners to participate in "European agreements" still remains unmet. More serious still is the omission of social aspects from the list of areas adopted by the December 1994 Essen Summit in which structured dialogue is to be developed between the Union and those Central and Eastern European countries applying for membership.

Notwithstanding these institutional difficulties, the ETUC took a series of steps to enable the trade unions concerned to voice their views to their governments and the Commission on issues of importance to trade unions in relations between the Union and the CEECs.

More generally, the ETUC stepped up its presence in the region during different trade union events, and coordinated the submission of trade union projects for the PHARE-Democracy Programme. The ETUI was able to network research centres in twelve countries of the region under a PHARE-Democracy project.

The main internal development in this area was the introduction of observer member status by the 7th Congress. This constitutional

change reflects the ETUC's desire and resolve to adapt to the new European realities and begin opening up to trade unions from the CEECs. Observer status has since been accorded to 10 central confederations in Poland, the Czech Republic, the Slovak Republic, Hungary, Bulgaria and Romania.

These confederations' participation in the Executive Committee and their progressive inclusion in all the ETUC's activities has given us a far clearer understanding of the social situation in Central and Eastern Europe and further emphasized our shared interest in the trade union struggle for a wider Europe which embraces the CEECs.

This led the June 1994 Executive Committee to endorse the principle that the ETUC should be enlarged to trade unions in the region, beginning with those which have concluded "European agreements" with the Union. The 8th Congress will be asked to make the necessary arrangements to enable these trade unions to become full affiliates of the ETUC.

2 - *EUROPEAN TRADE UNION FORUM*

The ETUC's desire to take account of developments in Central and Eastern Europe, and the fact that some countries are still in the throes of trade union restructuring, has led us to adopt a flexible policy in our relations with organizations in the region.

The cornerstone of this policy is the European Trade Union Forum, set up as far back as 1990 and renamed in 1993 the ETUC Forum for Cooperation and Integration. Today, aside from those Confederations with observer status, the Forum's partners also include 18 trade union organizations from: Albania, Bosnia-Herzegovina, Croatia, Estonia, Hungary, Latvia, Lithuania, Macedonia (FYROM), Montenegro (Yugoslavian Federation), Romania, Serbia (Yugoslavian Federation), and Slovenia. The Forum offers an informal framework within which to strike up contacts, exchange information and experiences, and develop joint projects.

At the beginning of 1994, a position of assistant was created for the Forum, held on a rotating basis by trade unionists from Eastern Europe. A newsletter - "Forum Facts" - has been published since autumn 1994.

In April 1992, the Forum, in cooperation with CS-KOS, staged a major conference in Prague on the social dimension and trade union

participation in the economic transformations under way in Central and Eastern Europe, and in European Union programmes to cooperate and assist in the process. Seminars have been organized on the labour market, migration, the situation of women (two), trade union relations in joint ventures, and health and safety protection at work. Two briefing sessions were held for trade union journalists from the region, as well as a seminar on social policy and trade union action in the European Union. The Forum's activities have also included visits by a series of CEEC trade union delegations to the European Institutions at the ETUC's invitation.

3 - FORMER YUGOSLAVIA

The Executive Committee has kept the situation in former Yugoslavia under regular review: firstly at the very outbreak of the crisis in June 1991, and thereafter in December 1991, October 1992, June 1993 and March 1994. The ETUC has consistently called for a halt to the war and more decisive action by the European Union to achieve a negotiated settlement of the conflict, and denounced the massive, flagrant human rights violations. From the trade union angle, the disintegration of Yugoslavia and the creation of new States led the trade unions of Slovenia, Croatia, Bosnia-Herzegovina and Macedonia (FYROM) to break away from the Trade Union Confederation of Yugoslavia. The organization which took over from that Confederation now represents only the trade unions of the Yugoslav Federation (Serbia-Montenegro).

In Kosovo, a new Confederation was established following the Serb authorities' suppression of the Albanian majority. Elsewhere, a process of trade union reform led to the formation of new trade unions in almost every State created out of the former Yugoslavia, including Serbia.

In November 1991, the ETUC called a round table in Brussels in a bid to promote a minimum measure of dialogue between all sections of the former Yugoslavian trade union movement, notwithstanding the conflicts and tensions in the field.

The same concern guided the ETUC's subsequent activities - stepping up initiatives and working through the Forum to coordinate solidarity and support from affiliated organizations towards the trade union organizations in the countries of what was Yugoslavia. In October 1994, a second round table was staged in Budapest in cooperation with the ETUC's Hungarian observer members - MSzOSz, LIGA and MOSz - on "Democracy as a condition of peace",

to discuss the human and trade union rights situation based on the Mazowiecki fact-finding mission's report on human rights in the former Yugoslavia.

Also during the period under review, the ETUC repeatedly condemned the harassment of Albanian trade unionists and workers in Kosovo in expressions of support for the central confederation BSPK, and denounced restrictions on the activities of free trade unions in Serbia in assurances of support for the Independent Confederation, NEZAVISNOST.

The ETUC demonstrated its solidarity with the Croat Confederations during the trade union struggles which developed in the country. The ETUC responded to the challenge of the war in Bosnia-Herzegovina and the sufferings inflicted on the people by offering the trade union confederation of Bosnia-Herzegovina a platform for its views at European level. A trade union delegation was invited to Brussels in March 1994 and an extraordinary session of the Executive Committee approved a joint ETUC, ICFTU, WCL declaration condemning aggression and human rights violations and calling for the international community to step up its efforts to achieve a negotiated solution to the crisis.

Since then, the ETUC and its affiliated organizations have taken a series of steps to increase solidarity. In a remarkable 'first' since the outbreak of the war, the Confederation of Trade Unions of Bosnia Herzegovina called a mass demonstration in Sarajevo to mark May Day 1994, attended by the General Secretaries of the ETUC, ICFTU and WCL.

4 - SOUTHERN EUROPE

The European Trade Union Confederation has affiliated organizations in three southern European countries which have differing relations with the European Union and all have membership applications pending: Turkey, Cyprus and Malta.

In 1991, Turkey made decisive moves towards more secure political and trade union freedoms, and the restoration of DISK's rights. In April 1994, the ETUC in association with TURK-IS and DISK staged a conference in Silivri on the role of the unions in Turkey/European Union relations, with special reference to the Customs Union foreseen for 1995. The Conference, which focused on economic and social aspects, provided the ETUC with a further opportunity to

express its solidarity with the Turkish unions' struggle for full democracy in their country, respect for human rights and the lifting of the remaining restrictions on freedom of association.

In Cyprus, the ETUC supported the initiative of its affiliates SEK and TURK-SEN, in association with other trade unions in the country, to set up a pan-Cypriot Forum at the start of 1995 to express the trade union movement's commitment to a peaceful and just solution to the conflict which led to the partitioning of the island twenty years ago.

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ANNEXES

Contents

I - EUROPEAN TRADE UNION INSTITUTE

Following the ETUC Congress in Luxembourg, the direction of the ETUI's tasks was modified and a medium-term framework programme of research was drawn up.

The first medium-term research programme, drawn up in 1991, was geared to four major areas of research, as follows : changes in the world of work and trade union representation ; the social dimension of the internal market ; the extension of European integration and trade union cooperation ; and, finally, Europe in the run-up to the year 2000.

During **1991**, the ETUI diversified its working methods by the formation of research networks. Examples of this new approach were the workshops on taxation policy attended by experts from the national trade union confederations, the workshops on the use of information technologies, electronic mail and data bases in the trade unions, the seminar held jointly by the ETUI and the ILO International Labour Studies Institute on labour standards and structural change, the seminar held jointly with the Hans Böckler Foundation on strike trends in several European countries, and the ETUI/ETUC seminar on the sectoral and decentralised social dialogue, organised in cooperation with the European industry committees. Research topics covered in 1991 included developments in collective bargaining and the national trade union movements, Economic and Monetary Union, environmental protection, and the agreements signed between the European Community and Poland, Czechoslovakia and Hungary.

In **1992** the ETUI concentrated, above all, on the question of trade union responses to the challenges posed by completion of the European internal market and on the development of relations between Western Europe and the countries of Central and Eastern Europe. The ETUI also prepared a series of reports for the ETUC/ETUI conference held in June on the European dimensions of collective bargaining. Other research subjects included economic convergence and collective bargaining, the European industry committees, flexible working hours in the retail trading sector, labour aspects of the assistance programmes for Central and Eastern Europe, labour relations in the United States and Canada, taxation policy in Europe, and the influence of immigration on the European labour market. At the same time, the networking activity was also continued, entailing, in particular, a meeting with researchers from the countries of Central and Eastern Europe, a meeting of the working party of ETUI researchers and academics on European collective bargaining, and an ETUI/HBS workshop on tertiarisation and new forms of trade union mobilisation.

In **1993** the persistence of the economic recession led the ETUI to take as its main areas of research the strengths and weaknesses of the European model of development. In the framework of the preparations for the annual ETUC/ETUI conference, held in October 1993 in Dublin, the ETUI examined the relationship between growth, competitiveness and employment. At the same time, the ETUI was involved in the preparatory work leading up to the European Commission's Green Paper on European social policy, while also continuing its work as a European observatory of trade union developments in Europe. Networking activity was continued in the framework of the ETUI PHARE Democracy project involving cooperation with trade union research centres in the countries of Central and Eastern Europe, and in cooperation with the ILA (Labour Institute of the Andean countries of Latin America) in Caracas and support for the USTMA (Union of workers from the Arab Maghreb) in Tunis.

A major focus of the ETUI's work in **1994** was its analysis of collective bargaining policy at a time of recession. The annual collective bargaining report examined, among other things, the "social pacts" concluded in a certain number of European countries and the government policies conducted in the framework of the European Union's White Paper on growth, competitiveness and employment. During the second half of 1994, the ETUI prepared seven working papers for the annual ETUC/ETUI conference held in December 1994 under the general title "A time for working, a time for living". It sought to devise new trade union policy approaches to tackle the employment crisis, while attempting to reconcile occupational activity and the personal aspirations of workers.

Günter Köpke retired in April 1994 and in June 1994 the ETUI Management Committee appointed Reiner Hoffmann to succeed him as Director of the ETUI. In May 1993 the Management Committee had appointed Martin Hutsebaut to the post of ETUI Administrative Manager.

During the whole of the period covered by this report, the ETUI Documentation Centre supplied the national trade union organisations and European industry committees with the information essential for the conduct of their day-to-day affairs. The Documentation Centre Bulletin, containing bibliographical references to selected articles from European and international periodicals available at the Centre, continued to appear on a regular basis. Meanwhile, a steady flow of researchers and students also made use of the services offered by the Documentation Centre.

The outlook :
work programme for 1995-96
and major directions of the medium-term work programme

The new direction taken by the ETUI has as its starting point the findings of an ETUC think-tank set up to consider the latter's "research and training structures". These findings were presented to and adopted by the ETUC Executive Committee at its meeting on 13 and 14 October 1994. If the scholarly repute of the ETUI is to be improved in the medium term, research must focus on major topics of strategic significance. The main areas of research must be in keeping with the real needs of the ETUC, while bearing in mind the level of financial and staffing resources.

The proposals developed by the ETUI since October 1994 are designed to concentrate research essentially on the development of industrial relations in Europe, on labour market policy, and on trade union and social and labour developments in Central and Eastern Europe. Depending on the resources available, it is intended to extent this range of subjects in the future.

Concentrating the contents of research on three key research areas also places new demands on the organisation of research and the research methodology to be used in future projects. Accordingly, two or three researchers will henceforth work together on an equal footing in projects to be conducted under their own responsibility. Overlaps in the areas of expertise of individual researchers will foster the exchange of experience, joint project development and the coordination of research projects. Meanwhile, the European orientation of research requires close cooperation with trade union and labour research centres, as well as with universities, in the various countries.

In this way, additional synergy effects should be obtained. At the same time, it will be important to step up both the monitoring of research and research cooperation. On many of the questions which are of particular interest to trade unions, research findings are already available from other institutions. Improved monitoring of such findings will enable trade unions to benefit from the work performed elsewhere.

Publications

Between 1991 and 1994 the ETUI published a total of 22 reports, "infos" and compilations of working papers, in addition to the annual activity report and the Documentation Centre Bulletin.

Collective bargaining in Western Europe in 1990 and perspectives for 1991 (Report 43, 1991)

Environmental protection in Europe - Situation and trade union positions (Report 44, 1991)

Collective bargaining in Western Europe in 1991 and perspectives for 1992 (Report 45, 1992)

Taxation in Western Europe - Situation and trade union positions (Report 47, 1992)

Flexibility of working time in the retail trading sector in Western Europe (Report 47, 1992)

Social aspects of the assistance programmes to Central and Eastern Europe (Report 48, 1992)

Collective bargaining in Western Europe in 1992 and perspectives for 1993 (Report 49, 1993)

The European industry committees and social dialogue - Branch level experiences and in multinational companies (Report 50, 1993)

The European structural funds in the regions - experiences of participation by the trade unions (Report 51, 1993)

Immigration in Western Europe - developments, situation, perspectives (Report 52, 1993)

Bargaining in recession - the developments of collective bargaining in Western Europe in 1993 - 1994 (Report 53, 1994)

The social dimension of the internal market - part 4: European works councils (Info 33, 1991)

The association agreements between the EEC and Poland, Czechoslovakia and Hungary (Info 34, 1992)

The trade union movement in The Netherlands (Info 35, 1992)

Trade unions and industrial relations in the United States and Canada (Info 36, 1992)

Strike and structural change (Info 37, 1993)

Trade union membership in Western Europe (Info 38, 1993)

Directory of European trade union libraries, documentation centres and archives (loose-leaf publication, 1991)

The European dimensions of collective bargaining after Maastricht (Working papers, 1992)

The social architecture of Europe put to the test (loose-leaf publication, 1993)

The representation and defence of the excluded, particularly the unemployed, by the ETUC-affiliated trade union organisations (loose-leaf publication, 1993).

As from the beginning of 1995 the European Trade Union Institute will be publishing its new quarterly journal *TRANSFER*.

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II - EUROPEAN TRADE UNION TECHNICAL BUREAU FOR HEALTH AND SAFETY (TUTB)

The TUTB was set up at the end of 1988 to strengthen the technical and human resources of the European Trade Union Confederation, and to enable it to play a more tangible and influential role in European policies on workers' health and safety, made necessary by the significant expansion in Community health and safety at work legislation since the Single Act was adopted at the end of 1985. The TUTB is a registered non-profit organization and is part-funded from a European Community budget line. The TUTB's director is Marc Sapir.

The TUTB's priorities are the following:

- To provide expertise in European-level information and consultation procedures (which for the ETUC means the industry committees and the Workers' Group of the Advisory Committee for Safety, Hygiene and Health Protection at Work).

- To reinforce trade union participation in European standardization work.

- To make the trade union movement's voice heard in European policies on chemical substances.

- To support transnational trade union activities.

- To carry out studies, conduct research, provide training and establish a health and safety information system.

Having been operational since the end of 1989, the TUTB can now take stock of its first 5 years of activity.

Monitoring the development and transposition of Community Directives

A primary task of the TUTB is to *coordinate* and provide the necessary *expertise* to the ETUC in its role of public voice of the Workers' Group on the Luxembourg Advisory Committee (ACSH). In this capacity, the TUTB monitors the work of the Committee's ad hoc groups which forms the basis of the Committee's opinions to the Commission on Community proposals for health and safety Directives.

The first health and safety Directives based on articles 100A and 118A of the Treaty of the European Communities have been in force since 1 January 1993. Already,

however, many questions have arisen about the way the provisions are being transposed into national legislation, which is less than satisfactory in many respects. In 1994, the TUTB published an *Initial Review of How the 1989 Community Framework Directive is Being Implemented,* and will be taking this approach further into the work environment and the design of work equipment (Machinery and Personal Protective Equipment Directives).

Fleshing out the requirements laid down in the Community Directives

This fundamental strand of TUTB activities is focused on article 118A Directives and "internal market" Directives based on article 100A covering industrial and chemical products.

Standardization

Participation by the two sides of industry in European standardization work is expressly stipulated in New Approach "internal market" Directives on machinery and personal protective equipment. In 1990, the TUTB set up a *network of trade union experts on standardization* to promote and coordinate the implementation of trade union participation in standards development with a view to securing better-designed work equipment in line with the essential health and safety requirements of the Directives.

In 1991, the TUTB organized a *conference* in Amsterdam to review progress with the *trade union contribution to European standardization.* A second review in September 1994 showed that union involvement still remains limited in many countries. The TUTB organized a *training* module for trade union standardization experts in conjunction with AFETT in 1993.

With its network of trade union experts, the TUTB monitors the work of CEN/CENELEC (European standards institutions), especially that concerned with safety of machinery, personal protective equipment, and ergonomics. The TUTB has written and sent to CEN at regular intervals *comments* on European draft standards open to public inquiry. At the end of 1993, the TUTB became an "associate member" of CEN, in which capacity, it takes part in CEN's General Assemblies and keeps close track of how the standardization programmes mandated by the Commission are being coordinated and managed by the CEN's various committees and boards.

The TUTB also sits on the ACSH's standing ad hoc group on standardization, the forum for discussing the Commission's standardization policy.

Chemical products

The TUTB provides *expertise* in the process of giving material effect to the requirements laid down in the "internal market" Directives on the classification of chemical substances and preparations, assessment of the risks connected with dangerous substances, and developing limit values for occupational exposure. The TUTB takes part in the work done by the ACSH's ad hoc groups on occupational exposure limit values, and on chemical and biological agents.

The TUTB's work on classification of dangerous substances has focused chiefly on the classification of volatile organic solvents and man-made mineral fibres.

The TUTB has set up a *network of trade union experts on chemicals* with whom it is establishing trade union participation in the drawing up of Community-level limit values for occupational exposure.

The TUTB has arranged *working meetings* of trade union and academic experts on: the classification and labelling of chemical substances (November 1992); exposure limit values (September 1992); classification of man-made mineral fibres (MMMF) in the CMR Working Group (DG XI working group on carcinogens, mutagens, and substances toxic for reproduction) (December 1994).

Machinery of application and implementation of principles and procedures laid down in Directives

Risk assessment at the workplace

In 1992, the TUTB staged a *Conference* in Luxembourg on the implementation of the 1989 Framework Directive Concerning Improvements in the Safety and Health of Workers At Work, focusing particularly on risk prevention in the workplace. Since then, the TUTB has been exploring further two particular aspects arising out of this discussion: assessment, and union-based occupational health training for workers' representatives.

The TUTB has various irons in the fire directed towards developing a union view on the Commission's draft guide on risk assessment; the ultimate aim is to produce a summary report-cum-critique and organize a *training* course in conjunction with the AFETT in 1995. A network of experts has also been set up on the matter.

Training

In 1992, the TUTB launched a survey of trade union practices on shop steward training. This led to a report and an evaluation meeting in 1994. This line of work will be continued and a report published.

Product certification under the "internal market" Directives

The Directives to harmonize national laws adopted as part of the "new approach" lay down certification procedures by which manufacturers can prove the conformity of their products with the essential requirements of the Directives. The definition of this facility for the person who affixes the EC mark of conformity to the product before it is placed on the market is particularly crucial in ensuring that the requirements as to workers' safety are satisfied.

The TUTB has drawn up a document to stimulate European trade union discussion on this question. Entitled *"Testing and certification in Europe"*, it examines the role of certification in "new approach" Directives, and the Member States' responsibility for market supervision.

The TUTB has been a member of, and the ETUC representative in, the General Assembly of the European Organization of Testing and Certification - EOTC - since 1993.

Studies and research projects

The TUTB has carried out or coordinated a series of studies, notably on physical agents, and particularly the problems connected with noise; used machinery; stress (in preparation for the 11th Congress of the International Ergonomics Association in Paris in 1991).

Genetic screening and monitoring

Since early 1993, the TUTB has been coordinating a 3-year research project under the Biomed programme (managed by the General Directorate for Research, DGXII) entitled *"Ethical, social and scientific problems related to the application of genetic screening and genetic monitoring for employees in the context of a European approach to health and safety"*.

The project, based on the input of scientists and trade union experts from different countries, is focused on: ethical and social issues; genetic screening and monitoring techniques; medical selection, health care surveillance practices and their relation to first-line prevention.

As part of this project, the TUTB prepared the ACSH Workers' Group *summer school* on genetic techniques and supervision of workers (October 1994).

Transnational cooperation

The TUTB coordinated the *workshop proceedings of the European Forum* staged by the ETUC in London at the beginning of 1993 as part of the European Year for Health and Safety at Work. The forum's work provided the basis for a *User's Guide to Community Directives* for use in transnational trade union education courses either within the sectoral Social Dialogue or European works councils. This initiative has been continued in response to requests for expert assistance from different industry committees, notably the EMF's request to put together a training course for workers from the lift manufacturing industry in connection with the establishment of European works councils.

Publications

The TUTB has published 4 books and 3 brochures in its three working languages (French, English, German).

Books

Promoting health and safety in the European Community. Essential information for trade unions, 1991.

The trade union contribution to European standardization, 1992.

Worker representation on health and safety in Europe, 1993.

Prevention at the workplace. An initial review of how the 1989 Community framework Directive is being implemented, 1994.

Brochures

Synopsis of Community Health and Safety Directives, 1991, first update in 1994.

User's Guide to European Community Directives on Health and Safety at Work, 1993.

Preventive services at the workplace in Denmark, 1993.

The TUTB has also established a specialized *documentary resource centre* of close to 2,500 health and safety-related publications.

III - EUROPEAN TRADE UNION COLLEGE

At its 7th Statutory Congress in 1991 the European Trade Union Confederation was called upon to ensure the permanent institutional future of the European Trade Union College and the funding of transnational trade union education work.

As a consequence, the General Assembly of the ETUCO met in 1992 to approve a strategic plan and to appoint a Director, Jeff Bridgford, the previous Coordinator.

The strategic plan focused on the 'added value' of three discrete but interconnected sets of activities underpinning the development of European trade union education and training: namely, seminars, educational support and technical assistance for European Union programmes.

The 'added value' of ETUCO seminars lies in the transnational context of the collective learning process, acting as a supplement to the different stages of trade union education and training at the national level. In this respect ETUCO has

- encouraged reflection on trade union education in Europe, particularly in the area of investigating needs and providing training for trainers

- reinforced the 'Europeanisation' process of full-time officers, particularly young officers, by means of the European Training Seminars, and specialists in issues such as collective bargaining, equal opportunities for women, ethnic minorities within the labour market, strategies to fight unemployment, working time, economic and social cohesion, participative management, continuing vocational training, health and safety, trade unions and the environment.

- reinforced the 'Europeanisation' process of workplace representatives within multinational companies, notably in the textile industry and in companies such as AB, Ikea, Carlsberg, Jacob Suchard.

Since the last congress the ETUCO has organised 49 seminars in all, with 790 participants (since 1992 the following gender distribution has been noted: 441 men, 169 women).

The 'added value' of ETUCO educational support lies in the collective distillation of materials and expertise from seminars which can then be transferred to the national level and to other European contexts.

In this respect ETUCO has:

- created networks of trade union education officers within the Education Council - the advisory body of the ETUCO (since 1993 the ETUC), which meets annually and brings together representatives from the vast majority of confederations and also from Industry Committees

- disseminated an ETUCO newsletter

- produced teaching materials for ETUCO courses and latterly for affiliates, notably the **ETUCO Tutors' Manual** and **Trade Unions and the Environment** (including an ETUCO videotape **Real Resources: European trade unionists, jobs and the environment).**

- analysed aspects of teaching methodologies in Europe through the establishment of ETUCO working groups on materials, language learning, evaluation, Central and Eastern Europe.

The 'added value' of ETUCO technical assistance lies in the collective knowledge and expertise derived from monitoring the development of EU programmes and projects which can then be transferred to the national level and other European contexts. In this respect the ETUCO has

- established a EU Programme monitoring service, including a newsletter **Trainers' Digest**

- managed a range of projects funded by EU Programmes, such as FORCE, LINGUA, DG XI

- produced a handbook **Trade unions and transnational projects** - a guide to managing European training projects

- provided support for affiliates' own European projects

- disseminated the results of European projects throughout its own network.

The strategic plan emphasised the need for flexibility to meet other challenges in the future, and the ETUCO has started to address the following issues :

- Foreign Language Learning

- Central and Eastern Europe

- European Works Councils

ETUCO has aimed to assist trade unionists in the improvement of foreign language training and learning. As a result ETUCO has

- managed projects which have generated a generic approach to the analysis of learning needs and the development of language learning curricula for trade unionists

- produced a set of language materials **English for trade unionists (intermediate/advanced)**

- organised a series of courses **English for trade unionists (intermediate/advanced)** and a seminar **Making it work** which established language training strategies for European trade unionists

- provided support for affiliates' own European projects which have produced materials in English for Dutch works councillors, French (beginners), German (beginners) and a manual for language trainers.

ETUCO has aimed to integrate trade union organisations from Central and Eastern Europe into its education and training activities. To this end ETUCO has invited, on an occasional basis, trade union officers as experts and observers to its seminars. In addition, ETUCO has provided support for projects under the EU Phare Programmes.

ETUCO has aimed to respond to the need for education activities within European Works Councils. As a result ETUCO has

- organised seminars, notably on issues such as training trainers and training for the effective functioning of European Works Councils

- provided pedagogical and administrative support for affiliates' own seminars

- produced training materials, notably concerning the EU Directive on the establishment of European Councils.

IV - ASSOCIATION FOR EUROPEAN TRAINING OF WORKERS ON THE IMPACT OF NEW TECHNOLOGIES (AFETT)

One of the most important issues, both for workers and their trade union organisations, is the ability to master the processes of innovation, anticipate the social impact of technological changes and equip themselves with the most appropriate instruments and tools of intervention to safeguard employment. This challenge is all the greater since new technologies constitute one of the main factors supporting economic and market integration, not only at European level.

For the trade unions and countries of the E.U., taking up this challenge means tackling, in their strategies, the European dimension of problems arising from technological innovation, and drawing up convergent trade union approaches in this field at European level.

It is also for this reason that, in order to support social dialogue development, the European Commission decided to further reinforce training with respect to the new technologies, in the belief that it constitutes one of the main elements in the smooth-running of European integration processes, from both economic and social points of view. With this aim, the Commission undertook to support such actions in the context of the "Social dialogue", with the financial assistance of the European Social Fund.

Indeed, it is from this point of view that AFETT was created on the initiative of the ETUC. Headed by Antonio Miniutti since its formation, its status is that of an international non profit-making association.

AFETT perfected its own methodology with the original feature of favouring integration of the European dimension into the training process.

This methodology which is now consolidated, is the result of a transnational approach, the product of the synthesis of different experiments carried out by AFETT.

Its main points involve:

- comparing and working on social dialogue differences;
- developing professional, individual and collective identities, on the basis of the search for possible convergences and the production, by participants, of a European "added value".

More specifically, this approach is based on a few specific features:

- a concept of training programmes with the aim of establishing a link between socio-professional objectives and the specific context of transnational objectives;

- a style of participation based on the involvement of each person, through group work and joint control of the training process;

- a system of learning which is inspired by the principles of "adult education" and "empirical learning".

A distinction is made among three main phases in the training process which, similarly, have three objectives:

- raising awareness which involves passing on to participants a basis of common knowledge on the subjects dealt with in the context of the European dimension;

- in-depth study which involves allowing participants to carry out an in-depth comparative examination of several actual situations (on the basis of suggested models and instruments);

- the proposal which consists of asking participants to prepare summaries and assessments of points of view, and of presenting instruments for intervention.

Through this approach, AFETT has created its own specific style with the aim of:

- furthering the identification of participants culturally through values of political and social aggregation;

- increasing motivations for reciprocal comparison, openness and involvement;

- developing new contacts to increase the multiplier effect of courses.

Moreover, this methodology has also proved appropriate for a joint training programme of employers' and trade union representatives. A pilot action of this type was organised in 1994, with the participation of employers' and workers' representatives from Italy, Spain, Greece and Portugal. The second project of this type is currently underway.

After an experimental period (1986-1990: see AFETT brochure "Assessment and Prospects", published at the end of 1991), AFETT's activity and the transnational training actions it had organised, were deemed eligible for ESF funding. Thanks to the support of this important Community instrument, AFETT was therefore able to

considerably develop and increase the number of training initiatives in the field of technological innovation. Indeed, since 1991, it has organised and promoted 111 transnational actions covering a total of 320 weeks of training. 2761 people benefited from this training in the 1991-1994 period.

Among the training actions promoted by AFETT, a distinction should be made between two types, namely:

- ***centralised courses***, run with the participation of trade unions from the twelve EU member countries, in collaboration with the ETUC and the various European trade union Committees;

- ***decentralised courses***, organised since 1991 to encourage the multiplier effects of centralised initiatives and to form the bases of working experiments between countries and organisations with common interests. These courses are coordinated by AFETT and organised by a trade union from one of the member countries, in partnership with those from one or two other countries.

The transnational training activities are arousing growing interest and demand is increasing year by year. Ensuring synergies between the centralised and decentralised actions is an increasingly evident problem.

This is why AFETT has written a training guide aimed at leaders of decentralised training activities, to improve optimal suitability of the methodology drawn up by AFETT.

However, it is important to remember that, although AFETT has given itself the means and structure with which to coordinate decentralised actions, its main vocation remains that of devising and experimenting with training projects in the European context.

ORGANISATIONS MEMBRES

MEMBER ORGANISATIONS

CONFEDERATIONS SYNDICALES NATIONALES

NATIONAL TRADE UNION CONFEDERATIONS

31.12.1994

Pays Country	Organisation	Affiliés Members	Délégué(e)s Delegates	Suppléants/tes Deputies
Austria	ÖGB	1.616.006	10	3
Belgium	FGTB	1.081.305	9	3
	CSC	1.200.000	9	3
Cyprus	SEK	55.232	3	1
	TURK-SEN	5.000	2	-
Denmark	LO	1.323.000	9	3
	FTF	331.774	5	2
	AC	131.541	4	1
Finland	SAK	1.000.000	8	3
	AKAVA	213.300	5	2
	STTK	450.000	6	2
France	FO	1.015.000	9	3
	CFDT	617.095	7	2
	CFTC	250.000	5	1
Germany	DGB	9.000.000	24	8
	DAG	527.888	7	2
Greece	GSEE	360.000	6	2
	ADEDY	100.000	3	1
Iceland	ASI	55.301	3	1
	BSRB	16.437	2	-
Ireland	ICTU	600.000	7	2

Pays Country	Organisation	Affiliés Members	Délégué(e)s Delegates	Suppléants/tes Deputies
Italy	CGIL	5.236.571	16	5
	CISL	3.000.000	12	4
	UIL	1.150.000	9	3
Luxemburg	CGT-L	47.866	3	1
	LCGB	26.000	2	-
Malta	GWU	26.808	2	-
	CMTU	30.409	2	-
Netherlands	FNV	1.122.225	9	3
	CNV	340.086	5	2
	MHP	150.900	4	1
Norway	LO	650.000	7	2
Portugal	UGT	501.000	7	2
	CGTP-IN	877.000	8	3
San Marino	CDLS	2.585	2	-
	CSdL	2.650	2	-
Spain	UGT	600.000	7	2
	CC.OO.	600.000	7	2
	ELA-STV	110.000	4	1
Sweden	LO	1.954.638	11	4
	TCO	1.147.538	9	3
Switzerland	SGB	432.000	6	2
	CNG	106.267	4	1
	VSA	130.147	4	1
Turkey	DISK	100.000	3	1
	TURK-IS	500.100	7	2
United Kingdom	TUC	7.295.635	21	7
TOTAL		46.089.304	316	97

COMITES SYNDICAUX EUROPEENS

EUROPEAN INDUSTRY COMMITTEES

31.12.1994

Comité Syndical Industry Committee	Affiliés Members	Délégué(e)s Delegates	Suppléants/tes Deputies
FEM/EMF (Metal.)	5.814.366	14	5
EURO-FIET (Empl., Tech,. Cadres - Commercial, Clerical and Technical Employees)	5.586.834	14	5
IPTT-CE/PTTI-EC (Telecom.)	1.560.978	6	2
EFA (Agriculture - Agricultural workers)	1.405.201	5	2
Euro ISETU-FISTAV (Media)	108.771	3	1
SETA-UITA/ECF-IUF (Alimentation- Food)	1.382.371	5	2
CSESP/EPSC (Services Publics - Public Services)	6.770.045	16	5
CSTCE/CTWUEC (Transport)	2.539.073	8	3
CSEE/ETUCE (Education)	2.554.301	8	3
FETBB/EFBWW (Bâtiment-Bois - Building-Woodworkers)	2.867.889	8	3
FGE/EGF (Graphique - Graphical)	438.557	3	1
CSE-TCH/ETUC-TCL (Textiles)	1.133.807	5	2
FESCID/EFCGU (Chimie - Chemical)	1.771.622	6	2
FEJ-FIJ/EFJ-IFJ (Journalistes - Journalists)	115.673	3	1
FME/MEF (Mineurs - Miners)	380225	3	1
TOTAL	34.429.713	107	38

CONFEDERATIONS SYNDICALES NATIONALES AVEC STATUT D'OSERVATEUR

NATIONAL TRADE UNION CONFEDERATIONS WITH OBSERVER STATUTS

31.12.1994

Pays Country	Organisation	Affiliés Members	Observateurs Observers
Bulgaria	CITUB	1.060.000	6
	PODKREPA	500.000	5
Czech Republic	CMK OS	2.647.650	8
Hungary	LIGA	98.000	3
	MOSz	75.000	3
	MSzOSz	650.000	5
Poland	NSZZ Solidarnosc	1.600.000	7
Rumania	Cartel ALFA	800.000	6
Slovak Republic	KOZ SR	1.231.741	6
TOTAL		8.662.391	49

COMITE EXECUTIF

EXECUTIVE COMMITTEE

31.12.1994

Ex-officio membres (members)

Président - President :	Friedrich VERZETNITSCH
Secrétaire Général - General Secretary :	Emilio GABAGLIO
Secrétaires Généraux adjoints:	Markku JÄÄSKELÄINEN
Deputy General Secretaries :	Jean LAPEYRE

CONFEDERATIONS SYNDICALES NATIONALES

NATIONAL TRADE UNION CONFEDERATIONS

	Membres **Members**	**Membres suppléants** **Substitute Members**
Austria		
ÖGB	..... Karl-Heinz **NACHTNEBEL**	Karl **DROCHTER** Karl **KLEIN**
Belgium		
FGTB	François **JANSSENS** Mia **DE VITS**(Ms)	Xavier **VERBOVEN** Jean-Claude **VANDERMEEREN**
CSC	Willy **PEIRENS** Josly **PIETTE**	Willy **THYS** André **DAEMEN**
Cyprus		
SEK	Michael **IOANNOU**	Demetris **KITTENIS**
TÜRK-SEN	Önder **KONULOGLU**	Nihad **ELMAS**
Denmark		
LO	Finn **THORGRIMSON** Bent **NIELSEN**	Erik **CARLSLUND** Sune **BOGH**
FTF	Anker **CHRISTOFFERSEN**	Soren **KARGAARD**
AC	Soren **VANG RASMUSSEN**	Nanna **WESTERGARD-NIELSEN** (Ms)

Finland

SAK	Lauri **IHALAINEN** Tuulikki **KANNISTO** (Ms)	Kari **TAPIOLA** Hannu **OHVO**
AKAVA	Voitto **RANNE**	Markku **ÄÄRIMAA**
STTK	Esa **SWANLJUNG**	Martti **REUNA**

France

FO	Marc **BLONDEL**	Jacques **PE**
CFDT	Nicole **NOTAT** (Ms)	Jean **LIMONET**
CFTC	Jacques **VOISIN**	Armel **GOURMELON**

Germany

DGB	Dieter **SCHULTE** Walter **RIESTER** Michael **GEUENICH** Günther **HORZETZKY**	..... Klaus **ZWICKEL** Klaus **SCHMITZ** Walter **ÜBERBACH**
DAG	Roland **ISSEN**	Herbert **NIERHAUS**

Greece

GSEE	Christos **PROTOPAPAS**	Georges **DASSIS**
ADEDY	Yiannis **KOUTSOUKOS**	Ilias **VRETTAKOS**

Iceland

ASI	Benedikt **DAVIDSSON**	Ari **SKULASON**
BSRB	Ögmundur **JONASSON**	R. **GUDMUNDSDOTTIR** (Ms)

Ireland

ICTU	Peter **CASSELLS**	William A. **ATTLEY**

Italy

CGIL	Sergio **COFFERATI** Guglielmo **EPIFANI** Antonio **LETTIERI**	Ettore **MASUCCI** Riccardo **TERZI** Roberta **BURSI** (Ms)
CISL	Sergio **D'ANTONI** Raffaele **MORESE**	Luigi **CAL** Giacomina **CASSINA** (Ms)
UIL	Pietro **LARIZZA** Carmelo **CEDRONE**	Giorgio **LIVERANI** .....

Luxemburg

CGT	John **CASTEGNARO**	Josy **KONZ**
LCGB	Marcel **GLESENER**	Robert **WEBER**

Malta

GWU	Angelo **FENECH**	Jack **CALAMATTA**
CMTU	Salvino **SPITERI**	Charles V. **NAUDI**

Netherlands

FNV	Johan **STEKELENBURG** Jeke **van den BURG** (Ms)	E. **VOGELAAR** Jakob **DRAIJER**
CNV	Anton A. **WESTERLAKEN**	Gerda **VERBURG** (Ms)
MHP	Willem W. **MULLER**	Gerardus A.W. **van DALEN**

Norway

LO	Yngve **HAGENSEN**	Esther **KOSTOL** (Ms)

Portugal

UGT	José **TORRES-COUTO**	Henrique **COELHO**
CGTP-IN	Manuel **CARVALHO DA SILVA**	Florival **ROSA LANÇA**

San Marino

CSdL		Giovanni GHIOTTI
CDLS	Marco BECCARI	

Spain

UGT	Candido MENDEZ	Manuel BONMATI
STV-ELA	José Miguel LEUNDA	José ELORRIETA
CC.OO.	Antonio GUTIERREZ	Juan MORENO

Sweden

LO	Bertil JONSSON Wanja LUNDBY-WEDIN (Ms)	Ulf EDSTRÖM Bo RONNGREN
TCO	Inger OHLSSON (Ms) Lilian RINGSAND (Ms)	Solveig PAULSSON (Ms) Lennart LARSSON

Switzerland

CNG	Hugo FASEL	Camillo JELMINI
SGB	Margrit MEIER (Ms)	Daniel NORDMANN
VSA	Hans-Rudolf ENGGIST	.....

Turkey

DISK	Ridvan BUDAK	Yücel TOP
TÜRK-IS	Bayram MERAL	Semsi DENIZER

United Kingdom

TUC	John MONKS Rita DONAGHY (Ms) Garfield DAVIES David LEA	..... Donna COVEY (Ms) Rodney BICKERSTAFFE James KNAPP

COMITES SYNDICAUX EUROPEENS

EUROPEAN INDUSTRY COMMITTEES

FEM/EMF (Metal)

.....	Kaj **LAXEN**
Hubert **THIERRON**	Manfred **BOBKE**

EURO-FIET (Employés, Techniciens, Cadres - Commercial, Clerical and Technical Employees)

Philip **JENNINGS**	Garlfield **DAVIES**
Bernadette **TESCH-SEGOL** (Ms)	Lore **HOSTASCH** (Ms)

IPTT-CE/PTTI-EC (Telecom.)

Philip **BOWYER**	Jean-Michel **AUBRY**

EFA (Agriculture - Agricultural Workers)

Francesco **ORSOMANDO**	Eddy **KLÖCKER**

Euro-ISETU-FISTAV (Media)

Jim **WILSON**	.....

SETA-UITA/ECF-IUF (Alimentation - Food)

Harold **WIEDENHOFER**	Anton **JOHANNSON**

CSESP/EPSC (Services Publics - Public Services)

Carola **FISCHBACH-PYTTEL** (Ms)	Hans **ENGELBERTS**
Rodney **BICKERSTAFFE**	Poul **WINCKLER**

CSTCE/CTWUEC (Transport)

Hugues **de VILLELE**	.....

CSEE/ETUCE (Education)

Alain **MOUCHOUX**	Peter **DAWSON**

FETBB/EFBWW (Bâtiment-Bois - Building - Woodworkers)

Jan **CREMERS**	Bruno **KÖBELE**

FGE/EGF (Graphique - Graphical)

Chris **PATE**	Jackie **GRANT**

CSE-THC/ETUC-TCL (Textiles)

Patrick **ITSCHERT**	Willi **ARENS**

FESCID/EFCGU (Chimie - Chemical)

Franco **BISEGNA**	.....

FEJ-FIJ/EFJ-IFJ (Journalistes - Journalists)

Aidan **WHITE**	Renate **SCHROEDER** (Ms)

FME/MEF (Mineurs - Miners)

Hans **BERGER**	Damien **ROLAND**

COMITE "FEMMES"

WOMEN'S COMMITTEE

Franca **DONAGGIO** (Ms)
Margaret **NOLAN** (Ms)
Aase **MORIN** (Ms)

Terry **MARSLAND** (Ms)
Anne **BAASTURP** (Ms)
Béatrice **OUIN** (Ms)

COMITE DE DIRECTION

STEERING COMMITTEE

31.12.1994

1 - EX-OFFICIO MEMBRES (MEMBERS)

Président - President:	*Fritz VERZETNITSCH*
Secrétaire Général - General Secretary:	*Emilio GABAGLIO*
Secrétaires Généraux adjoints :	*Markku JÄÄSKELÄINEN*
Deputy General Secretaries :	*Jean LAPEYRE*

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2 - MEMBRES ELUS PAR LE COMITE EXECUTIF - MEMBERS ELECTED BY THE EXECUTIVE COMMITTEE

a) Confédérations Syndicales Nationales - National Trade Union Confederations

S. COFFERATI ..... CGIL/CISL/UIL
M. BLONDEL ..... FO
W. PEIRENS ..... CSC
Y. HAAGENSEN ..... LO-N
F. JANSSENS ..... FGTB
D. LEA ..... TUC
D. SCHULTE ..... DGB
C. MENDEZ ..... UGT-E
J. STEKELENBURG ..... FNV
B. NIELSEN ..... LO-DK
I. OHLSSON (Ms) ..... TCO

b) Comités Syndicaux Européens - European Industry Committees

Ph. BOWYER ..... IPTT - CE/PTTI-EC
J. CREMERS ..... FETBB/EFBWW
C. PATE ..... FGE/EGF

c) Comité Femmes - Women's Committee

F. DONAGGIO (Ms)

CONSEILS SYNDICAUX INTERREGIONAUX
INTERREGIONAL TRADE UNION COUNCILS

31.12.1994

CSI ITUC	CONFEDERATIONS AFFILIEES AFFILIATED CONFEDERATIONS
Saar/Lor/Lux	DGB, FO, CFDT, CFTC CGTL et LCGB
Meuse/Rhin	DGB, FGTB, CSC, FNV, CNV
WENN Regio (Weser-Ems/ Noordnederland)	DGB, FNV, CNV
Alsace/Südbaden/Basel (Dreiländereck)	DGB, DAG, CFDT, CFTC, FO, SGB, CNG, VSA
Rijn/Ijssel/Ems	DGB, FNV, CNV
N-P-de-C./Hainaut/Flandre occ./Kent	TUC, CFDT, FO, CFTC, FGTB et CSC
Lombardia/Ticino	CISL, CGIL, UIL, USS, CNG
Pyrénées/Méditerranée	CFDT, FO, CFTC, UGT-E, CC.OO.
Galicia/Norte de Portugal	UGT-E, CC.OO, UGT-P
Rhône-Alpes/Piemonte/Valle d'Aosta	CGIL, CISL, UIL, CFDT, CFTC, FO
PACA/Liguria	CGIL, CISL, UIL, CFDT, FO, CFTC
Alsace/Baden-Württemberg/Südpfalz	CFDT, FO, CFTC, DGB, DAG
Pôle Européen de Développement	CFDT, FO, CFTC, CSC, FGTB, LCGB, CGTL
Flensburg/Sonderjylland	DGB, LO-DK
Pyrénées occidentales/Axe atlantique	CFDT, CFTC, FO, CC.OO, UGT-E
Northern Ireland/Republic of Ireland	ICTU / ICTU Belfast
Schelde/Kempen	FGTB, CSC, CNV, FNV
Extremadura/Alentejo	UGT-E, CC.OO., UGT-P
Andalucia/Algarve	UGT-E, UGT-P, CC.00
Friuli/Venezia Giulia/Slovenia	CGIL, CISL, UIL, ZSSS Neodvisnost Confederation '90
Elbe/Neisse	DGB, CM KOS, NSZZ Solidarnosc
Charleroi-Namur/Champagne-Ardenne	FGTB, CSC, CFDT, CFTC, FO

FORUM SYNDICAL EUROPEEN POUR LA COOPERATION ET L'INTEGRATION
EUROPEAN TRADE UNION FORUM FOR COOPERATION AND INTEGRATION

31.12.94

ALBANIA

BSPSH - Independent Trade Union Confederation of Albania

BOSNIA - HERZEGOVINA

VSSSBH - Vijece Saveza Samostalnih Sindikata Bosne i Herzegovine

BULGARIA

★ CITUB - Confederation of Independent Trade Unions of Bulgaria
★ PODKREPA

CROATIA

KNSH - Konfederacija Nesavisnih Sindikata Hrvatske
UATUC - Union of Autonomous Trade Unions of Croatia

CZECH REPUBLIC

★ CM-KOS - Czech-Moravian Chamber of Trade Unions

ESTONIA

EAKL - Association of Estonian Trade Union

HUNGARY

★ MSzOSz - National Confederation of Hungarian Trade Unions
★ LIGA - Democratic League of Independent Trade Unions
★ MOSz - National Federation of Workers' Councils
ASZOK - Autonomous Trade Unions
ESZT - Alliance of Intellectual Workers
SZEF - Trade Union Cooperation Forum

LATVIA

LFTUF - Union of Independent Trade Unions of Latvia

LITHUANIA

LTUU - Lithuanian Trade Union Unification
LWU - Lithuanian Workers' Union

FYROM

CCM - Macedonian Federation of Labour Union

POLAND

★ NSZZ SOLIDARNOSC

RUMANIA

★ CARTEL ALFA
★ CNSLR-Fratia
CSDR - Confederation of Democratic Trade Unions from Rumania
BNS - Blocul National Sindical

SLOVAK REPUBLIC

★ KOZ SR - Confederation of the Trade Unions of the Slovak Republic

SLOVENIA

NEODVISNOST - Confederation of New Trade Unions of Slovenia
ZSSS - Zveza Svobodnih Sindikatov Slovenije
Trade Union Confederation 90

YUGOSLAVIA

NEZAVISNOST (Serbia)
SSS CRNE GORE - Savez Samostalnih Sindikata Crne Gore (Montenegro)

(★) organisation ayant le Statut d'Observateur
organisation with Observer Status

ETUC INVOLVEMENT IN EUROPEAN INSTANCES

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EUROPEAN UNION [1]

1 - ADMINISTRATIVE BOARDS

CEDEFOP

Composition :	Commission	3
	Governments	15
	Employers	15
	Unions (*nomination by ETUC*)	15

DUBLIN FOUNDATION

Composition :	Commission	3
	Governments	15
	Employers	15
	Unions (*nomination by ETUC*)	15

EUROPEAN AGENCY FOR HEALTH AND SAFETY AT WORK

Composition : to be finalised. ETUC proposes same terms as CEDEFOP and Dublin Foundation

[1] The composition of some of these committees still needs to be adapted in line with the enlargement of the Union

2 - <u>CONSULTATIVE BODIES</u> (with participants from the Commission)

STANDING EMPLOYMENT COMMITTEE

Composition :	Governments	12
	Employers	18
	ETUC	17 (+7 *deputies*)
	Other unions	1 (+2 *deputies*)

COMMITTEE ON THE EUROPEAN SOCIAL FUND

Composition :	Governments	24
	Employers	24
	Unions	24
	UNICE	1 (*observer*)
	ETUC	1 (*observer*)

ADVISORY COMMITTEE ON VOCATIONAL TRAINING

Composition :	Governments	24
	Employers	24
	Unions	24
	UNICE	1 (*observer*)
	ETUC	1 (*observer*)

"LEONARDO PROGRAMME" COMMITTEE

Composition : Governments
Social partners as observers *(15 ETUC and 15 UNICE-CEEP)*

EUROPEAN FOUNDATION FOR TRAINING

Composition :	ETUC	2
	UNICE	2
	Governments	
	CEEP	
	Others	

ADVISORY COMMITTEE FOR HYGIENE, SAFETY AND HEALTH PROTECTION AT WORK

Composition :	Governments	24
	Employers	24
	Unions	24
	UNICE	1 *(observer)*
	ETUC	1 *(observer)*

ADVISORY COMMITTEE ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Composition :	Governments	24
	Employers	5 *(observers)*
	ETUC	5 *(observers)*

ADVISORY COMMITTEE ON SOCIAL SECURITY OF MIGRANT WORKERS

Composition :	Governments	24
	Employers	24
	Unions	24
	UNICE	1 *(observer)*
	ETUC	1 *(observer)*

ADVISORY COMMITTEE ON FREE MOVEMENT OF WORKERS

Composition :	Governments	24
	Employers	24
	Unions	24
	UNICE	1 *(observer)*
	ETUC	1 *(observer)*

CONSULTATIVE FORUM ON THE ENVIRONMENT

Composition : very broadly-based, including 2 ETUC (+ employers, consumers, various associations ...)

ECO-LABEL

Composition :

Governments	15
Observers	*1 ETUC, 1 UNICE, 1 EEB, 1 CCC and 1 from commerce*

ECO-AUDIT

Composition :

Governments	15
Observers	*1 ETUC, 1 UNICE, 1 EEB*

ADVISORY COMMITTEE ON THE URBAN ENVIRONMENT

Composition :

Governments	15
ETUC	1
UNICE	1
EEB	1

IRDAC

Composition :

ETUC	1
Industrialists	15

SCIENCE AND TECHNOLOGY ASSEMBLY

Composition : very wide-ranging, including 2 ETUC (+ employers, consumers, associations, researchers...)

CONSUMERS CONSULTATIVE COUNCIL

Composition :

BEUC	8
COFACE	4
EUROCOOP	4
ETUC (*EURO-C*)	4

COUNCIL OF EUROPE

LIAISON COMMITTEE OF THE COMMITTEE OF MINISTERS

Composition :

ETUC	3
UNICE	3
Governments	1 per country

GOVERNMENTAL COMMITTEE ON THE SOCIAL CHARTER

Composition :

Governments	15
Observers	*1 ETUC, 1 UNICE*

COMMITTEE RELAUNCHING THE SOCIAL CHARTER

Composition :

Governments	15
Observers	*1 ETUC, 1 UNICE*

"IMMIGRATION" COMMITTEE

Composition :

Governments	15
Observers	*1 ETUC, 1 UNICE*

EFTA

EFTA ADVISORY COMMITTEE

Composition :

Governments	
National unions	
National employers	
Observers	*1 ETUC, 1 UNICE*

EUROPEAN ECONOMIC AREA

EEA ADVISORY COMMITTEE

Composition : EFTA Advisory Committee
EcoSoc
Observers . . . . . *1 ETUC, 1 UNICE*

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