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\*\* In the Community as a whole, some 35 MILLION WOMEN are involved in productive activity, working in an employed or self-employed capacity. They represent 35 to 40% of the working population in most countries. These figures are a clear enough indication that it is at work that the

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Further information is available from the Commission's press and information offices in the countries listed on the inside cover.

*The information published in this bulletin covers the European Communities' activities in the fields of industrial development, protection of the environment and consumer welfare. It is therefore not limited to recording Commission decisions or opinions.*

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Community can do something concrete and effective to help European women attain their full dignity.

ANNEX 1 gives a fuller picture of the situation and outlines the Commission's proposals.

\*\* The number of DOCTORS is growing all the time in Europe: there are more than 400 000 today and it is estimated that there will be more than 560 000 by 1977. The Council's decision in principle on freedom of establishment for doctors is therefore a decisive step along the road towards what the Press has termed a "European Health Community".

ANNEX 2 outlines the importance of this decision.

\*\* Europe is dependent on imports for an extremely high proportion of its supplies, the actual figure varying between 70 and 100% of requirements. This means that the climate of uncertainty surrounding RAW MATERIALS SUPPLIES is of particular concern to Europe.

ANNEX 3 outlines reactions to this situation.

\*\* The Summit of the Heads of State and Government held in Paris last December (see I&S No 45/74) decided to set up working parties on a PASSPORT UNION and the conditions under which Community citizens could be given SPECIAL RIGHTS. Commission departments have been studying these questions and the Commission should be in a position to express its views on the matter in the next three or four months.

\*\* The Commission should complete its critical review of THE COMMON AGRICULTURAL POLICY by the end of February 1975. The review will be referred to the European Parliament and will be discussed at length by the Council and no doubt by the public.

\*\* At the end of December 1974 the CONSUMER PRICE INDEX was as follows:

	<u>12.1974</u>	<u>Average 1974</u>	<u>12.1973/12.1974</u>	<u>Average 1973/1974</u>
Germany	130.1	127.1	+ 5.9	+ 7.0
France	144.3	136.3	+ 15.2	+ 13.4
Italy	161.1	146.3	+ 24.5	+ 19.1
Netherlands	144.2	138.0	+ 10.8	+ 9.8
Belgium	141.0	132.6	+ 15.7	+ 12.7
Luxembourg	133.7	127.9	+ 11.3	+ 9.6
United Kingdom	159.9	148.5	+ 19.2	+ 16.1
Ireland	164.5	154.2	+ 20.0	+ 17.0
Denmark	151	142	+ 16.0	+ 15.4

1970 = 100

The figures for Ireland are for November 1973 and 1974.

\*\* A survey of 3 000 advertisements appearing in the United Kingdom shows that 430 (14%) can be considered as misleading and 198 of these contravene the letter and the spirit of the UK Code of Advertising Practice. This is one of the findings of a REPORT ON ADVERTISING prepared by the BEUC (European Bureau of Consumers' Unions) at the request of the European Commission. The report, which is the first of its kind, examines advertisements which appeared over a period of one month in the mass circulation press in Germany and the United Kingdom. The report does not call for Community legislation on advertising, but rather for a European code to be applied by an impartial, competent and effective body which would check advertisements periodically to highlight problem areas. However, if this arrangement were to show that the efforts made by industry were inadequate, consideration would have to be given to the possibility of making the code compulsory. The report, "A Study of Advertising in the UK and in the Federal Republic of Germany", is available from the BEUC - 29 rue Royale - 1000 Bruxelles.

\*\* PCBs (short for polychlorinated biphenyls) are a group of synthetic substances of which not more than 500 000 metric tons have been produced so far throughout the world. Yet pollution from these compounds is so rapid that they can now be found in the ice of the North Pole. As part of the action programme on the environment, the Commission has proposed a number of measures to the Council which should allow collection, regeneration or destruction of PCBs and prevent dispersal of these toxic and persistent chemical compounds in the environment. Consumption of PCBs in the Community is estimated at 15 000 metric tons a year. Because of their excellent electrical insulating properties, non-flammability and stability they are used mainly as heat-transfer media, as dielectric fluids in condensers and transformers and as hydraulic fluids. The measures proposed by the Commission would prohibit the discharging or dumping of these compounds which are causing concern to ecologists.

\*\* In a recent Written Question, Mr Jahn, a member of the European Parliament, raised the issue of cooperation between the Community's TELEVISION services in the area of CONSUMER PROTECTION. In its reply, the Commission stated that since the creation within the Commission in 1973 of a special unit with responsibility for consumer information, a number of meetings of representatives of the mass media in the nine Community countries had been organized.

All television networks producing consumer information programmes had been invited to send representatives to a meeting held in London on 1 to 2 October. Because of internal reorganization the Irish network, RTE, had been unable to send a representative. The Luxembourg network declined the invitation because it was not at that stage producing a programme of this type.

A special edition of Industry and Society on consumer information programmes published on 7 October 1974 had revealed that a number of programmes of consumer interest were shown regularly on Irish television. After the London meeting Luxembourg television had decided to screen a weekly consumer protection and information programme.

The purpose of the meetings organized by the Commission was to encourage participants to devise their own brand of consumer information programme based on dossiers prepared in conjunction with other Community producers with help from the appropriate Commission departments.

- \*\* The European VOCATIONAL TRAINING Centre (see I&S No 1/75) will be located in Berlin, the Council of Ministers having formally confirmed a decision in principle reached in December 1974. The European Foundation for the Improvement of LIVING AND WORKING CONDITIONS will be located in Dublin, the first Community institution to be based in Ireland.
- \*\* In reply to a Written Question by Lord O'Hagan, a Member of the European Parliament, the Commission stated that it had stepped up its CONSUMER INFORMATION PROGRAMME following the creation of a specialized information unit within the Directorate-General for Information. Its activities included publication of Industry and Society, which appeared in six language editions and was widely distributed. It had also organized a number of multinational meetings to establish close contacts between the Commission and journalists covering consumer affairs for the specialist and non-specialist press, for family journals and women's magazines, and for television. These activities were continuing and would be developed once implementation of the preliminary Community programme for consumer information and protection could get under way.
- \*\* The International Society for Research on CIVILIZATION DISEASES and the Environment (SIRMCE) will be holding an International Congress from 9 to 14 September 1975 on: "Man's Reciprocal Relations with his Surroundings, External and Internal. From nuisances to civilization diseases". The congress will be held in the European Centre, Kirchberg, Luxembourg. The SIRMCE Secretariat is at 10 rue d'Italie, 1040 Brussels.
- \*\* We would draw your attention to the following items of interest published in the Official Journal of the European Communities (from 1 December 1974 to 6 February 1975):

1. Industrial affairs

Opinion of the Economic and Social Committee on the proposal for a Council Decision establishing a programme of technological research in the textile sector (delivered on 28 November 1974) (OJ No C 16, 23 January 1975).

2. Social affairs

Council Decision of 20 January 1975 setting up the Standing Committee on Employment in the European Community (OJ No L 21, 28 January 1975).

3. Approximation of legislation

Proposal for a Council Directive on cocoa and chocolate products intended for human consumption (presented by the Commission to the Council on 13 November 1974) (OJ No C 154, 7 December 1974);

Third Commission Decision of 13 December 1974 relating to the application of the Council Directive of 24 April 1972 on insurance against civil liability in respect of the use of motor vehicles (OJ No L 6, 10 January 1975);

Proposal for a Council Directive on alcoholometers and hydrometers for alcohol and alcohol tables (presented by the Commission to the Council on 22 November 1974) (OJ No C 11, 16 January 1975);

Council Directive of 17 December 1974 relating to cold-water meters (OJ No L 14, 20 January 1975);

Council Directive of 17 December 1974 relating to textile names (supplementing Directive No 71/307/EEC) (OJ No L 14, 20 January 1975);

Opinion of the Economic and Social Committee on the proposal for a Council Directive relating to the sulphur content of certain liquid fuels (delivered on 28 November 1974) (OJ No C 16, 23 January 1975);

Opinion of the Economic and Social Committee on the proposal for a Council Directive restricting the marketing and use of certain dangerous substances and preparations (delivered on 28 November 1974) (OJ No C 16, 23 January 1975).

4. Environment

Proposal for a Council Resolution concerning a revised list of second-category pollutants to be studied as part of the action programme on the environment (presented by the Commission to the Council on 22 November 1974) (OJ No C 157, 14 December 1974);

Proposal for a Council Decision establishing a common procedure for the reciprocal exchange of information between the surveillance and monitoring networks based on data relating to atmospheric pollution by sulphur compounds and suspended particles (presented by the Commission to the Council on 22 November 1974) (OJ No C 11, 16 January 1975);

Proposal for a Council Decision on the reduction of pollution caused by certain dangerous substances discharged into the aquatic environment of the Community (presented by the Commission to the Council on 22 October 1974) (OJ No C 12, 17 January 1975);

Commission Recommendation of 20 December 1974 concerning the protection of the architectural and natural heritage (OJ No L 21, 28 January 1975);

Commission Recommendation of 20 December 1974 concerning the protection of birds and their habitats (OJ No L 21, 28 January 1975).

#### 5. Consumers

Commission Decision of 19 December 1974 on the sale of preserved beef to certain categories of consumer (OJ No L 6, 10 January 1975);

Council Regulation of 22 January 1975 laying down general rules for the granting of a consumer subsidy for butter (OJ No L 21, 28 January 1975);

Commission Regulation of 30 January 1975 on the sale of butter at reduced prices for use in the manufacture of pastry products and ice-cream (OJ No L 24, 31 January 1975);

Notice of standing invitation to tender for the sale of butter at reduced prices for use in the manufacture of pastry products and ice-cream (OJ No C 25, 3 February 1975).

#### 6. Competition

Commission Decision of 13 December 1974 relating to a proceeding under Article 85 of the EEC Treaty (IV/14650 - Bayerische Motoren Werke AG);

Commission Decision of 19 December 1974 relating to a proceeding under Article 85 of the EEC Treaty (IV/560 - Duro-Dyne - Europair);

Commission Decision of 19 December 1974 relating to a proceeding under Article 86 of the EEC Treaty (IV/28851 - General Motors Continental);

Commission Decision of 20 December 1974 relating to a proceeding under Article 85 of the EEC Treaty (IV/26603 - Rank/Sopelem);

Commission Decision of 8 January 1975 relating to a proceeding under Article 85 of the EEC Treaty (IV/27039 - preserved mushrooms) (OJ No L 29, 3 February 1975).

We would remind readers that the Official Journal is available from the European Communities' Publications Office, P O Box 1003, Luxembourg.

MORE EQUALITY FOR EUROPEAN WOMEN

In the Community as a whole, some 35 million women are involved in productive activity working in an employed or self-employed capacity. They represent 35 to 40% of the working population in most Member States; in the Netherlands, Italy and Ireland the figure is about 25%. The proportion of married women in this total has increased noticeably over the last few years, mainly because of a higher activity rate. In 1971 this rate was over 50% in all Member States, except Luxembourg (45.5%), the Netherlands (28.9%) and Ireland (13.5%).

These figures show clearly that it is at work that the Community can do something concrete and effective to help the women of Europe attain their full dignity. A political aim expressed as long ago as 1958 in the Treaty of Rome thus confirms and supports the urgent demands voiced by women in recent years. It is in this spirit that the Commission recently presented to the Council a proposal for a Directive which will achieve "equality between men and women as regards access to employment, vocational training and advancement and as regards working conditions".

EMPLOYMENT AND ADVANCEMENT

There are three main aspects to the problems facing women in employment or seeking employment:

- (a) women are largely employed in certain sectors (notably the service sector) and in certain occupations (usually those requiring least qualifications). "Feminine activities" are very often those where pay is relatively low and prospects relatively limited;
- (b) the education and training of many women leaves them ill-prepared for a career; for many young women, the prospect of marriage and a family tends to overshadow and indeed efface the role they could and should play on the labour market;
- (c) a woman's working life is influenced to a decisive degree by marriage and motherhood: whether she gives up her job to have a child or tries to go on working, a woman has considerable difficulty in reconciling a career with a family.

Women's ambitions and their individual and collective maturity have developed more rapidly than the improvement in their situation on the labour market. This being so it would be a grave mistake to rely on the spontaneous development of events or the slowing down of the economy to dampen the ardour of these ambitions.



What is needed is:

- (a) the elimination of outdated or unjustified obstacles to the employment of women;
- (b) the creation of arrangements to ensure equal access for men and women on the basis of individual qualifications and experience, without regard to sex or marital status, to all sectors of the labour market;
- (c) the promotion, in the organization of the labour market, of measures to ensure effective help to women in their choice of career and in their return to working life (notably through the activities of employment services and effective public supervision of part-time work);
- (d) the raising of the levels of employment in sectors mainly staffed by women (by the revision of job specifications and the enlargement of career prospects);
- (e) the provision of equal opportunities for promotion on the basis of individual qualifications and experience, without regard to sex or marital status;
- (f) the inclusion in plans for regional development of the need to create jobs for women as well as for men;
- (g) the review of conditions of employment and in particular of the upper age limits set for entry to certain occupations.

#### VOCATIONAL GUIDANCE, TRAINING AND RETRAINING

A recent survey of the working conditions of employed women in the six original Member States showed the lack of further training facilities provided by firms for the women they employ. Only 12% in Italy, 20% in Belgium, 25% in the Netherlands, 38% in Germany and 39% in France had received vocational training since they began work and in many cases the training was quite brief, oriented towards employees rather than workers, and offered to women who had completed some form of initial training before entering employment rather than those without such training.

Action on this front should attempt:

- (a) to promote equal opportunity for boys and girls in the general education system; to consider the possibility of extending effective co-education: these matters should be examined under the terms of reference of the Education Committee;

- (b) to ensure non-discriminatory educational guidance arrangements offering a wide range of choices and to encourage an awareness among teachers of the need for such guidance;
- (c) to develop vocational information and guidance facilities for young people and adults of both sexes so as to enlarge their range of choice beyond the traditional occupations and to warn them against entry into careers with no scope for development;
- (d) to ensure that vocational guidance services for men and women re-entering the labour market after an interruption operate on the basis of individual interest and potential without regard to sex or marital status;
- (e) to ensure equality of access for men and women to occupational apprenticeship and training schemes and to institutes of further and higher education;
- (f) to ensure that young men and women have access to similar financial and material help in their studies, particularly as regards accomodation;
- (g) to enable women to use training centres by locating these at points of convenient access and by providing day care facilities;
- (h) to provide special opportunities for education and training for women re-entering employment after an interruption.

#### WORKING CONDITIONS

In some Member States the flexible character of part-time work meets the needs and wishes of many workers. In the Netherlands it is estimated that 50% of working married women of twenty-four and over work less than 25 hours a week. In the United Kingdom, 2 750 000 of the 9 million women in the working population work less than 30 hours a week. In Germany, 1 840 000 work part-time and demand for this type of work considerably exceeds supply. In Denmark, 354 000 of the one million women in the working population are employed on a part-time basis.

Adjustment of working hours is only one aspect of the general problem of improving working conditions. The following are needed to achieve this objective:

- (a) elimination of high-pressure work for all workers, in particular in industries where there is a high concentration of female labour;

- (b) rotation of workers in sectors where the work is exceptionally tiring due to the repetition of gestures, monotony and the compartmentalization of work;
- (c) strict observance of safety measures for workers in general and for pregnant women in particular, and the introduction of special protection measures for the latter;
- (d) introduction of more flexible working hours to take account of the family responsibilities of workers;
- (e) more extensive provision of educational leave to ensure, in particular that working women with family responsibilities can take advantage of such leave;
- (f) active participation of women in the work and leadership of professional and trade union organizations;
- (g) general adoption of legally-approved maternity leave with full pay;
- (h) provision on a proportional basis of "fringe" benefits and social security benefits for part-time workers.

The programme proposed by the European Commission would be incomplete if it did not take account of two further factors: the lack of day care facilities for children too young to go to school and the discrimination against women under many social security systems. Fortunately these two problems have not been forgotten in the programme proposed by the European Commission.

#### WHAT DOES THE DIRECTIVE SAY?

The Directive defines "equal treatment" as "the elimination of all discrimination based on sex, or on marital or family status, and the adoption of appropriate measures to provide women with equal opportunity in employment, vocational training and advancement, and working conditions".

With regard to employment, the Member States are invited to take steps to:

- (a) abolish provisions arising from laws, regulations or administrative provisions at variance with the principle of equal treatment;
- (b) annul provisions at variance with the principle of equal treatment included in collective agreements or individual contracts of employment;

(c) amend those laws, regulations or agreements originally drawn up with a view to the protection of workers which are no longer justified owing to technical progress and which constitute an obstacle to equal access to employment.

With regard to vocational training, the Directive requires the Member States to take steps to ensure that conditions governing access to all levels of general education, to school and vocational guidance, to initial and advanced vocational training and to retraining are defined and applied without discrimination based on sex, marital status, or family situation.

With regard to vocational advancement Governments must take steps to ensure that the conditions governing advancement are determined and applied on the basis of individual qualifications, experience, aptitude and objective job-linked criteria.

With regard to working conditions Governments must:

(a) abolish laws, regulations and administrative provisions at variance in this area with the principle of equal treatment;

(b) annul such provisions of collective agreements or individual contracts of employment as are at variance with the principle of equality.

Three important provisions complete this series of measures: the first guarantees every worker the right to pursue his claims by judicial process if he considers that he has been discriminated against; the second protects workers against dismissal or any other serious wrong consequent upon a complaint by a worker to his employer; the third requires that provisions adopted in implementation of the Directive be brought to the attention of workers by all appropriate means.

Once this Commission proposal has been approved by the Council of Ministers, Governments will have one year to adapt their legislation to meet these present day realities.

FREEDOM OF ESTABLISHMENT FOR DOCTORS IN THE COMMUNITY

The number of doctors is growing all the time in Europe, in line with Europeans' concern to protect and care for their health; there are more than 400 000 doctors today and it is estimated that there will be more than 560 000 by 1977. The Council's decision in principle on freedom of establishment for doctors is therefore a decisive step along the road towards what the Press has termed a "European Health Community".

The Community doctors will soon be able to pursue their profession freely in the European country of their choice. Under the Directive proposed by the European Commission and adopted by the Ministers for Health, Governments will have 18 months to put this decision into effect.

More than 15 years have gone by since this problem was first raised; the Commission's dossier in the matter was presented as long ago as 1969. However, there were many reservations from the outset: comparisons between the training and diplomas of doctors proved difficult, since doctors in all countries viewed the qualifications of their colleagues in other countries with suspicion. Observance of the Hippocratic oath was not the only bone of contention; some people were afraid that too many doctors would move to the most developed regions and failed to see the other side of the coin, that freedom of establishment in Europe would also make it possible for doctors to practise in less well-off and poorer regions.

Up to the last moment it was feared that the Belgian Government would block the Commission's proposal because there are 17 000 doctors and 14 000 medical students in Belgium. By 1977 doctors will represent 3.15% of the Belgian population, that is to say 84% above the Community average.

In the last analysis the European convictions of the Belgian Government prevailed. Two supplementary Decisions should allay the fears of Belgian doctors: under these Decisions two committees are to be set up, a Committee of Senior Public Health Officials and an Advisory Committee on Medical Training.

The main tasks of the Committee of Senior Public Health Officials will be to note and analyse difficulties arising in the implementation of the Directive, and to compile information and deliver opinions on matters coming within the scope of the Directive.

The task of the Advisory Committee on Medical Training will be to help ensure a high and comparable level of training for general practitioners and specialists throughout the Community. To this end it will exchange information and hold consultations on all aspects of doctors' training.

Freedom of establishment and the freedom to provide services for doctors in the Community will undoubtedly set a precedent. Indeed the medical profession can now boast exemplary harmonization of training and professional regulations. One may therefore hope that the doctors will set a headline for a number of other professions: architects, lawyers, veterinary surgeons, engineers and so on.

THE COMMUNITY'S RAW MATERIALS SUPPLIES

Europe is dependent on imports for an extremely high proportion of its supplies, the actual figure varying between 70 and 100% of requirements. This means that the climate of uncertainty surrounding raw materials supplies is of particular concern to Europe. Apart from the oil crisis, account must be taken of other factors such as the nationalization of various extractive undertakings, the creation of producers' cartels, substantial price increases, various attempts to introduce quantitative restrictions on exports and, lastly, the final declaration of the 10th Extraordinary Session of the UN General Assembly.

Another factor is the fear that the earth's resources may become exhausted, a fear expressed in particular by the Club of Rome and widely discussed by the public which is becoming increasingly apprehensive about the immediate economic repercussions of such an eventuality and the consequent changes in our way of life.

In these circumstances it is not surprising that there is a growing awareness of these problems in all Community countries, which are now beginning to give serious thought to the action to be taken.

It was for this reason that the Commission considered it necessary to take an overall Community view of the problem. It began by analysing the existing situation and prospects for the future in general terms and with specific regard to a whole range of minerals and crop and livestock products. This examination showed that there is little danger of a general world shortage of any raw materials over the next few decades (with the exception of wood, leather, skins and protein products). It must be admitted however that Europe depends heavily on imports for its supplies of virtually all raw materials, the actual proportion varying between 70 and 100% of requirements. This dependence is further aggravated by the totally inadequate degree of diversification of sources of supply for a number of these raw materials, the very strong position of certain suppliers and Europe's reluctance to invest in mining and prospecting operations.

It must also be pointed out that most supplying countries are naturally tending to process more and more raw materials on the spot rather than export them as they are.

Indisputably all these factors do combine to threaten Europe with a raw materials shortage in the long term. Although it does not regard disaster as imminent, the European Commission has come to the conclusion that its analysis of the existing situation and prospects for the future justifies the formulation and implementation of a long-term European policy.

Accordingly, in its recent Communication to the Council and the European Parliament, the European Commission reviews the main problems facing Europe in this area, in particular insufficient knowledge of the situation and prospects for each raw material, the absence of diversified sources of supply, the trend towards processing of raw materials in the country of origin, temporary bottlenecks and price fluctuations.

The Commission also assesses the various possible solutions, such as recycling, the use of alternative sources in consumer industries, exploitation of the seabed, prospecting in developing countries, the creation of international listening posts, the building up of emergency stocks and finally the signing of long-term contracts and international agreements.

The Commission attaches great importance to the search for lasting solutions to the problems resulting from the trend towards processing of raw materials in the country of origin. It considers that these solutions must be placed in the context of an optimum distribution of labour throughout the world and that they should give the countries in question an increasing share in the ownership, profits and management of mining and manufacturing enterprises. The Commission believes that moves in this direction must be backed up by appropriate support measures and is considering the possibility of future action aimed at developing mechanisms to aid and guarantee European investments in non-member countries.

It must be recognized from the outset that the dimensions of the problem are such that individual Community countries cannot cope single-handed and that its seriousness is such that Community action in this vast area, all too often uncoordinated, must be given a fulcrum which is lacking at present. A determined effort must be made to prevent national measures taken in isolation from creating additional difficulties.

The Commission is therefore convinced of the absolute need to develop a common policy and strategy. It expects to be in a position to present initial proposals to the Council in the near future.