

TRADE UNION BULLETIN

PUBLISHED BY THE SPOKESMAN'S GROUP AND DIRECTORATE-GENERAL
FOR INFORMATION - TRADE UNION INFORMATION DIVISION

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1. British Trades Union Congress (TUC) Annual Congress, September 1978

1.1 Presidential address

In his opening address to Congress, Mr David Basnett, General Secretary of the National Union of General and Municipal Workers and President of the TUC (1977/78), promising solid support to the Prime Minister from the trade union movement, said that a strong government would be needed to deal with the massive changes ahead and not one prepared "to abandon its responsibility to the effects of blind market forces and the unforeseen results of monetarism". In the longer-term context Mr Basnett said that, "in order to prepare for a society as it will be at the end of the century we need more not less emphasis on collective needs; more not less public expenditure; and more not less employment in social services and education. Trade unions wanted a government which would help them to control the introduction of new job-destructive technologies, not let it control them, as well as a government prepared to make radical changes to help society accommodate itself to growing leisure and shrinking job opportunities."

In reference to the unemployment problem, the TUC President emphasised the importance of work-sharing developments as a short-term action against unemployment, and underlined that, "the test of our desire to find a solution to the unemployment problem must be the degree to which we give priority to the shorter working week and shorter working year in our negotiations."

Mr Basnett saw a backlash in all western societies against the development of public services, a backlash which the trade union movement must resist and tackle head-on. Indicating that in his view this tendency existed even within parts of the trade union movement, Mr Basnett considered that, "we are all too often prepared to trade off the social wage for an increase in the individual's pay packet. That is not in the long-term interests of any of our members whether they are employed or not; whether they are healthy or not; whether they are raising families or not. Union attitudes to an egalitarian society have been pushed back at a time when there is massive inequality in terms of income wealth, housing, education and cultural opportunity. The Labour movement should restate its belief in a more equitable society and vigorously attack these inequalities. The first and most obvious problem facing the TUC is the chronic unemployment now sweeping western society. By 1985 there would be a net nine million more entrants into the European labour market. At the same time a combination of technology and world economic recession will be destroying jobs faster than they are created. Massive new technology represented by the silicone chip and the micro-processors it can produce will mean efficient, accurate, cheap and compact control of almost all industrial and commercial operations."

Mr Basnett urged the trade unions to press at all levels for industry to invest - by workers through the development of industrial democracy, by more state intervention, by nationalised industries themselves and by the creation of an investment reserve fund.

The President's address concluded with an appeal to the British trade union movement to support the return of a Labour Government at the next national elections, stressing that the next election would be about the long-term future in which a final assault must be made on discrimination, inequality and poverty.

1.2 Address by the Prime Minister

Congress was addressed by the Prime Minister, Mr Callaghan, on the second day. In appealing to the trade unions to accept the government pay guideline of 5% increases in the coming year, he told Congress that if 5% was accepted inflation would probably be lower by the end of 1979 than at present, whilst if wage settlements went above 5% inflation would probably be higher than now.

In expressing his belief that the British trade union movement was an essential bulwark to protect working men and women, Mr Callaghan stressed that day by day a distorted image was given of the work done by the trade unions. British industry was not a battleground and the majority of British firms did not suffer strikes. Mr Callaghan repeated a plea that a less distorted and more balanced description of the constructive daily work of the trade unions should be given.

The Prime Minister, making reference to the TUC-Labour Party Liaison Committee document, "Into the 1980s - an Agreement", stated that the agreed objectives were the re-establishment of full employment, securing an improvement in living standards and ensuring that a strong economy went hand in hand with a fair and just society. The purpose of Britain's industrial strategy was to strengthen manufacturing industry, and whilst there were problems of low economic growth, a weak balance of payments, too high an unemployment level and not enough innovation, industrial productivity had improved greatly and some British industries stood comparison with the best in the world. Mr Callaghan said that, "the task of the Labour Government in the 1980s will be to bring the performance of our major industries up to the best in the world."

The Prime Minister pointed out that Britain's economic problems were not unique; other countries had similar problems. Solutions to the problem of world recession must be found in a coordinated response from governments, and Britain had participated actively in international discussions to tackle unemployment and inflation at a world level. There was general agreement at the July Summit Meeting, Mr Callaghan said, that the best assistance Britain could give to renewed world growth was to keep inflation in check, and the Government, having determined its strategy, was now appealing for the support of the trade unions.

Mr Callaghan drew attention to British Government attempts to reform the EEC Common Agricultural Policy and that there were signs that other countries were beginning to recognise the Policy's disadvantages. The British Government would continue to put forward alternative policies to avoid the present surplus of certain agricultural products.

1.3 Economic debate

In opening the economic debate, the General Secretary of the TUC, Mr Len Murray, whilst warning the Government against getting itself into a frozen, rigid and formalised attitude on pay bargaining, stressed that there was no disagreement between the TUC and the Government on economic objectives, only about the methods to achieve them. This disagreement did not imply that the TUC sought confrontation with the Government, nor did it mean that it would accept the arguments of politicians who pledged themselves to free collective bargaining with no more of a straightjacket than the ruthless application of monetary policies, reliance on market forces and the use of unemployment as a regulator of the economy. Mr Murray described collective bargaining as a way in which changes in industrial circumstances can be accommodated in a peaceful and orderly manner; it was not a prize to be given or withheld conditionally by governments. Given that the essence of voluntary collective bargaining was for individual unions to set their own objectives and methods and to sit across the table from employers, Mr Murray said it was neither necessary nor desirable for the Government to be sitting on the employer side of the table as well. He added that, "there must be sufficient flexibility if unions and employers are to sort out difficult problems and anomalies and to take account of profitability." The Government, he said, had been told not to ignore the constraints built into voluntary collective bargaining, nor to underestimate the cautionary effects inflation had on trade union negotiations.

Mr Murray spoke about prices and the unemployment situation. A year ago, he said, the price level was 18% above the previous year, but had now fallen to 8%, a development in which the TUC had played a part. Living standards had started to recover with wage rises exceeding price rises for some months, and tax cuts had benefited the low paid and those on average incomes. Despite improvements however, over 1 500 000 were still unemployed and the modest wage claims and avoidance of disputes had not produced expected improvements in the employment situation. The main reason for the continued unemployment problem was that the economy had grown too slowly. The TUC had been in the forefront of international union discussions and at summit meetings gave warning that unless full employment was regained, our economies were heading towards protectionism, trade war and social disorder.

In the context of industrial policy, Mr Murray said that making Britain more competitive was the essence of industrial strategy, and that boosting efficiency was not incompatible with increasing employment.

Mr Murray pointed out that unless there was economic expansion accompanied by a rise in the standard of living and increased employment demands for protection and work-sharing would grow. However, a shorter working week and working life might share out existing work but would be of limited effect and was not a full answer to unemployment. As many Western European trade unionists were actively demanding cuts in working hours, the case was strong for British unions to take an initiative on that in their negotiations.

1.4 International debate

Opening the international debate, Mr Jack Jones, former leader of Britain's largest union, the Transport and General Workers Union (TGWU) and retiring chairman of the TUC International Committee, said that there should be no cover-up over the breaking of oil sanctions on Rhodesia. "To the eternal shame of our country, the world has witnessed the oil sanctions on Rhodesia being brazenly busted wide open by people in authority and it has been going on for a long time." Mr Jones told delegates that the biggest sanctions breaker was South Africa, where a lot of oil found its way into military use against black workers striving for freedom in South Africa. The whole issue was, in Mr Jones' view, a trade union matter: "Anything which strengthens South Africa and the Ian Smith (Rhodesia) regime is a blow to the development of full trade union rights for black workers in those countries." Mr Jones said that progress over recognition of black African unions in South Africa was slow because employers, many of them British-based, hid - with a few exceptions - behind supposed policies of the South African Government and used the policy of apartheid as a licence to exploit.

The response to the code of conduct for South Africa laid down by the governments of the EEC would be awaited with interest. "But waiting and watching was not enough", said Mr Jones, "British unions also deal with those same employers who will have to make public their conduct under the code." In Mr Jones' view there must be determined union approaches in the companies concerned. "For the good name of Britain, if they will not grant elementary trade union rights to their black workers they should get out of South Africa and British investment should be withdrawn at the same time. British companies should make a stand and give full trade union rights to black African trade unions."

Addressing himself to the unemployment situation, Mr Jones said that unemployment threatened to run wild throughout the western world, a social cancer condemning untold millions to a life of misery. International action must be taken to get world demand expanding again, to keep people working and share out the jobs by reducing working hours. If international trade unionism meant anything, they must insist on collective action because those were not matters to be left to chance or the plans or purposes of multinational companies.

Mr Jones pointed out that despite limitations the unions had tried to present a trade union point of view in the EEC. By strengthening their rights of representation within the EEC they could help workers in the developing countries because the EEC was linked by trade and aid to many countries in the developing world.

More and more problems affecting working people were outside the national borders, and trade unionists could only regret the United States' withdrawal from the ILO.

In the closing remarks of his last report to Congress, Mr Jones made a plea for delegates to teach union members, children and their children that we are all interdependent on one another. "Teach them that poverty is a crime, that unemployment is a crime, and that war is a crime. All the hopes and ambitions of trade unionism depend on their realisation of this understanding. Our aim must be to work for mankind, to create a world of justice and peace."

2. Executive Committee Meeting of the European Trade Union Confederation, 20-21 September 1978

The ETUC Executive Committee discussed topics including the following items at its session in Brussels on 20 and 21 September 1978 :

- the reports on the European Council in Bremen and the Summit in Bonn;
- the tripartite conference for Western Europe;
- the ETUC campaign for the direct elections for the European Parliament;
- efforts to combat concealment and international tax fraud.

The Committee stressed the fact that the European Council meeting in Bremen had been fairly vague with regard to most of the points of the action programme to combat unemployment.

It was of the opinion that the Summit in Bonn had been interesting in that the Heads of State had recognised that reflationary measures were necessary.

It was stated that the ETUC must now see to it that all the commitments which had actually been undertaken at the Summits are made known in detail to the public and are respected by everyone. The Confederation must also see that further steps are taken so that substantial progress is made in the struggle to combat unemployment.

It was further stated in this context that the ETUC would attach particular attention to the preparation of the tripartite meeting on 9th November, at which it intends to interrogate the governments and the Community on current and planned measures to combat unemployment; it was added that this interrogation would be based on the ETUC's own demands in this field and on the various promises which have been made, particularly at the Summit in Copenhagen.

Great satisfaction was expressed by the Committee at the fact that a tripartite conference for Western Europe is to be held in Oslo in April 1979 under the auspices of the Council of Europe on the following topics :

- full employment,
- analysis of the economic situation,
- better cooperation between the governments of the countries concerned.

The Executive Committee decided on the substance of the campaign which the ETUC will be holding in connection with the direct elections for the European Parliament. The aim of the campaign is to arouse workers' interest and to confront the candidates and political parties with trade union demands in the economic field and more specifically in the field of employment.

A strategy was adopted on the efforts to combat international concealment and international tax fraud and tax evasion. The major aim of this strategy is the harmonisation of legislation governing measures to combat tax fraud, particularly that committed by multinational companies. It was affirmed that this harmonised legislation must extend beyond the frontiers of the Community.

The Executive Committee decided to recognise the European Trade Union Committee for the Public Services.

It also unanimously adopted a statement on the necessity of enlarging the European Community to include Greece, Spain and Portugal, stressing that the situation in each of these individual countries required special negotiations.

Turning to the apartheid policy which is still being applied in South Africa, the Executive Committee reaffirmed its determination to continue to bring pressure to bear on the European authorities and on the multinational companies which carry on activities in South Africa in an effort to press for the introduction of genuine trade union freedom and equal rights in every field for the coloured population in South Africa.

3. Irish Congress of Trade Unions Annual Congress 1978, Galway, 3-7 July 1978

The Twentieth Annual Conference of the Irish Congress of Trade Unions was held in Galway from the 3rd to 7th July 1978.

The main discussion and debate concentrated on the problem of unemployment and the proposals for solving unemployment contained in a Green Paper recently published by the Irish Government. The Conference debated a motion from the Executive Council affirming Congress support for action taken with a view to increasing employment opportunities, including action designed to reduce hours of work by reducing the working week, by extending the number of public holidays and by providing additional annual leave. Congress also called for the creation of additional opportunities for leisure activity, including paid educational leave and also called on the Government to consult with the trade union movement and then introduce legislation providing for the progressive reduction in working hours over the next three years.

The President of the ICTU in his opening address to the delegates indicated that the trade union movement would be prepared to examine proposals on work-sharing as outlined in the Government Green Paper given certain commitments by the Government. The proposition that a part of the increase in Gross National Product should be devoted to the provision of a shorter working week, or increased holidays, or perhaps paid educational leave is one which could be the subject of negotiation in the future. However the President pointed out that it would be unrealistic to suppose that the trade union movement would fall into the trap of taking wage cuts in order to spread inadequate wages still more thinly among the workers. He emphasised that work-sharing must be seen as an ancillary to and one aspect of an employment programme and not as a means of sharing an inadequate volume of work.

The President also referred to the limitations which have been imposed on the expansion of industry in the country and called for a greater degree of ferocity on the part of the Government in attacking these limitations. He made particular reference to the food processing industry, stating that the major limitations on this industry are derived from certain aspects of the Common Agricultural Policy which make it far more economic to process many of the products of the agricultural industry

outside the country: "it is now time that the sympathetic noises which were made at the time of accession to the EEC are translated into a real commitment to remove the disadvantages arising from EEC policies". Delegates passed a resolution demanding the institution of a 35 hour week, optional early retirement and additional annual leave in an attempt to reduce job losses.

Amongst other motions by the Executive Council was a recommendation that consideration be given by the trade union movement to ways and means of promoting the ownership of industrial enterprises by workers through organisations established for the purpose and that a national body be established which would assist in the development of worker-owned producer establishments.

The Conference passed (by acclamation) a resolution from the Executive condemning the apartheid régime in South Africa. The fraternal delegate from the South Africa Congress of Trade Unions was given a standing ovation when he addressed the Conference: he outlined the struggle of his Congress to overcome the bitterness of racial oppression in South Africa.

The Conference was also addressed by fraternal delegates from the Scottish TUC, British TUC, the AFL/CIO, the Yugoslav Confederation of Trade Unions, the ILO and the ETUC.

The Conference passed a resolution welcoming the decision of the ETUC to launch the Trade Union Action Day for full employment in Europe and firmly supported the objectives of their campaign for reducing the present high level of unemployment in Europe.

4. Questions in the European Parliament

A number of questions put down by the European Parliament of particular interest to trade unions have recently been replied to by the European Commission.

A: Employment of the disabled (Mr. Müller, Question No. 30/78)

Question

1. Does the Commission have information on the proportion of disabled among the unemployed in the Member States of the Community?
2. In which Member States are attempts being made by means of special programmes to integrate the unemployed disabled into working life?
3. Do any of the Member States require by law that a specific number of disabled workers should be employed in the public services and/or industry?
4. How high does the Commission estimate the percentage of disabled workers in its own employment in relation to the total number of its employees?
5. Does the Commission recognize that it should set an example in this matter and how does it intend to fulfil this obligation?

Commission reply

1. The definition of "unemployed" and "handicapped" persons differs from one country to another and where statistics are available they are not comparable.

The Honourable Member will find below some figures on the number handicapped job seekers:

Federal Republic of Germany	January 1978	46 281	"Schwerbehinderte"
Belgium	September 1977	36 711	"chomeurs à aptitude partielle"
Netherlands	September 1977	37 637	"mindergeschikten"
United Kingdom	May 1977	74 111	"disabled people"

2. Programmes are under way in all countries to facilitate integration of handicapped persons into the labour force. Among the most recent programmes, the following should be noted:
 - the second "Sonderprogramm für Schwerbehinderte" adopted in December 1977 by the Government of the Federal Republic of Germany,
 - the programme recently announced by the Manpower Services Commission in the United Kingdom.
3. In the Federal Republic of Germany, France, Italy, Luxembourg, the Netherlands and the United Kingdom, employers are under an obligation to reserve a specified proportion of jobs for handicapped persons (between 2 and 6%).

In these countries, however, not all the public services observe this statutory figure: in the Netherlands and the United Kingdom the public services no more than recognize a moral obligation with respect to the recruitment and employment of handicapped persons.

4. The Commission employs quite a large number of handicapped persons on its staff. In this respect, it should be noted that the medical examination given on recruitment is essentially "physiological" and a partial physical handicap is not regarded as an impediment to the performance of normal work. It is clear from the following figures that this principle has been applied: in 1973, of 2 249 candidates examined, only 7 were declared unfit within the meaning of Article 28 of the Staff Regulations. The "Association of officials and other servants of the institutions of the European Communities affected by invalidity" estimates its members at 200, but points out that many handicapped persons hesitate to make themselves known. In fact, the number of handicapped persons can be estimated at over 5%.
5. The Commission recognizes that it should set an example in this matter. The Directorate-General for Personnel and Administration has studied different ways of recruiting handicapped persons and after looking into every aspect of the matter has decided that the best way of taking effective, specific action would be to concentrate initially on recruiting blind persons at all levels; within the context of the provisional review of the 1977 Budget, the Commission decided to introduce a new budget heading entitled "Measures for handicapped persons".

The Commission has recently recruited four blind officials, two telephonists and two typists. In addition, five interpreters with

with impaired vision, four of whom are blind, have worked more or less regularly on a free lance basis for the Commission, which guarantees them a minimum number of days of work per year, although free lance interpreters with normal sight receive no such assurance.

B. Employment of child workers (Mr. Nolan, Question No. 1273/77)

Question

1. Does any Member State apply minimum standards for the employment of child workers in family-run hotels?
2. Does the Commission consider that employing minors in hotel work is satisfactory?

Commission reply

1. Legislation in the Member States authorizes the employment of children in family businesses at an age below the usual minimum age for admission into employment on certain conditions which are basically designed to ensure that schooling requirements are met and that the health and moral welfare of the children are protected.

On the other hand, legislation in the Member States does not include any specific provisions concerning the employment of children in family-run hotels.

2. The Commission cannot approve the employment of minors in tasks which it considers to be inappropriate.

However, aware of the need to guarantee the protection of children, even where they are employed in a family business, the Commission, in its recommendation to the Member States of 31 January 1967 on the protection of young people at work (1), recommended that the employment of children in family businesses should not be permitted until they have reached the age of 12 years and then only on the following conditions: the work they carry out should be light and should exclude tasks likely to endanger their health, moral welfare or education; the work should be of short duration or only occasional and should not be performed at night, on Sundays or public holidays, or before school hours.

Otherwise, the Commission is not in possession of any information enabling it to determine whether the situation regarding the employment of minors in hotel work is satisfactory.

C. Registered unfilled job vacancies (Mr. Nolan, Question No. 165/78)

1. Can the Commission provide information on the number of registered but unfilled job vacancies in the Member States during 1977 and 1978?
2. In what areas of work were registered but unfilled job vacancies most often found?
3. What explanation can be given for unfilled job vacancies at a time of high unemployment throughout the Community?

(1) OJ No 25, 13.2.1967, p. 405.

Commission reply

1. The end-of-the-month figures for vacancies registered but unfilled are as follows:

	Annual average 1977	April 1978
Belgium	3 400	3 100
Denmark	1 600	1 900
France	103 900	90 600
Federal Republic of Germany	231 000	257 100
Ireland	1 800	1 900
Italy	-	-
Luxembourg	187	300
Netherlands	55 400	66 900
United Kingdom	154 000	204 100

2. A uniform breakdown of the statistics on unfilled vacancies by occupation or sector for the Community as a whole cannot be given because of variations in the statistics provided by the employment services. The available information does however indicate certain major areas of demand in clerical occupations, distribution and catering, metalworking, unskilled occupations and the building industry.
3. It is clear from the above figures that the number of registered but unfilled vacancies is far smaller than the number of registered unemployed in the Community (approximately 5-8 million in April 1978). The two figures are not directly linked, since many job vacancies are filled by people who are either changing jobs voluntarily or were not previously working. There are several reasons for the coexistence in some Member States of a relatively high level of unemployment and considerable numbers of unfilled vacancies. It would in the Commission's view be wrong to subscribe totally to the prevailing tendency to attribute this to inadequacies in the employment services' placement operations or reluctance to work on the part of the unemployed.

It should be borne in mind that there is no obligation for undertakings to notify vacancies in any of the Member States and that consequently only a proportion of unfilled jobs ever come to the attention of the employment services. In periods of high unemployment especially, undertakings tend to make less use of the employment services' facilities, since they can meet their labour requirements without them. In Italy, for example, the proportion of vacancies notified to the employment services has always been tiny. Moreover, the figures given under point 1 above for numbers of unfilled vacancies represent only a relatively small part of the employment services' total placement operations. In the Federal Republic of Germany, for instance, approximately 2.1 million vacancies were filled in the course of 1977, whilst for the United Kingdom the figure was 1.2 million, for France 500 000, for Denmark 180 000 and for Belgium 115 000.

It should be remembered that, whatever the economic or labour market situation, there is always a certain demand for temporary replacements and labour to meet fluctuations in work load and that the figure for

unfilled vacancies cannot therefore be interpreted as exclusively true additional demand for labour. On the other hand, according to the observations of the employment services, workers' readiness to move from one undertaking to another has been declining in recent years, with the result that it has become more difficult to recruit skilled workers in particular from people changing jobs and vacancies are therefore remaining unfilled in some sectors. In addition, account should be taken of the fact that the distribution of unfilled vacancies does not, according to the information available, entirely correspond to the distribution of registered unemployed persons in either regional or occupational terms. Finally, some unfilled vacancies do not fit the market because they require unusual qualifications, offer unattractive conditions of employment or exclude some job seekers (restrictive age limits, no possibility of part-time employment, etc.).

D. Disparity in incomes between men and women (Mr. Cousté, Question No. 154/78)

1. What are the statistics for the disparity in incomes between men and women since 1972 in the different Community countries?
2. What measures are planned in order to put an end to disparities which continue to exist despite legislation to eliminate them?

Commission reply

1. The Commission has already specified in its answer to Written Question No. 948/77 by Mr. Yeats (1), to which the Honourable Member is referred, that, although harmonized statistics showing six-monthly trends in earnings reveal overall disparities between the average hourly earnings of male and female workers, such disparities do not constitute a means of measuring, in statistical terms, discriminations in pay for men and women for the same job or a job of equivalent status. The Community survey on the structure and distribution of wages, which provides a more accurate picture of the situation, is a very detailed survey dealing with wage- and salary-earners in industry in 1972 in the six Member States of the original Community. Another such survey will be carried out in 1978/79 for the whole of industry and the services sector in the nine Member States.
2. The Commission also pointed out, in its answer to the same question, that, on the basis of the report which is currently being prepared for the Council and which will be sent to Parliament, it will evaluate all possible steps which could be taken at Community level to ensure the strict application of the principle of equal pay.

E. Restrictive measures taken by Canada in the footwear sector
(Mr. Noè, Question No. 435/78)

1. As a result of the quantitative restrictions imposed by Canada, Community exports of footwear to that country have fallen during the early part of 1978.
2. Does the Commission intend to take any retaliatory measures in the light of the Canadian provisions, or how does it plan to settle the disagreement with Canada in this matter?

(1) OJ No. C 88, 11.4.1978, p. 17.

Commission reply

1. The figures for Canadian imports of footwear from the Community during the first three months that quantitative restrictions were in force (1 December 1977 to end of February 1978) confirm that Community sales fell from 2.6 million pairs for the preceding three-month period to 1.6 million pairs.
2. Nevertheless, the Commission feels it advisable to wait until precise information is available on European sales on the Canadian market over a reasonably long period before taking a final decision on possible measures in response to the quantitative restrictions introduced by Canada. For the moment, therefore, the Community has fully reserved its rights under Article XIX of GATT.

F. European Centre for the Development of Vocational Training (Mr. Notenboom, Question No. 287/78)

1. Does the Commission agree that the European Centre for the Development of Vocational Training, which was set up at the beginning of 1975 and has now been operational for almost a year, should also be responsible for exchanges, between the Member States, of information and know-how relating to existing systems for the basic training, retraining and supplementary training of entrepreneurs in small and medium sized undertakings?
2. If so, has the Centre already put the matter in hand?

Commission reply

1. The European Centre for the Development of Vocational Training was set up by Council Regulation (EEC) No. 337/75 of 10 February 1975 (1); one of the tasks entrusted to the Centre under Article 2 of the Regulation is to assist the Commission in encouraging, at Community level, the promotion and development of vocational and continuous training.

The Centre has therefore a general competence which can also extend to the area to which the Honourable Member refers.

The Centre, which enjoys a high degree of autonomy, is administered by a Management Board comprising representatives from four sectors: Member States' Governments, trade unions, employer's associations and the Commission. The Board adopts the Centre's annual work programme in agreement with the Commission.

The programme takes into account a number of priority needs which are chosen in the light of the importance and urgency of the problems to be solved and the resources available.

In the context of its activities in 1978, the Centre, in agreement with the Commission, has begun work specifically related to the special problems of small and medium sized undertakings. It has, in particular, established contact with the circles concerned and the two sides of industry to examine the steps that could be taken in this area.

(1) OJ No. L 39, 13.2.1975, p. 1.

5. Meeting of the Executive Committee of the Confédération Internationale des Cadres (C.I.C.), Odense, Denmark, September 1978.

The Executive Committee of the Confédération Internationale des Cadres, C.I.C., (International Confederation of senior managerial and professional staff) held a meeting at Odense, Denmark, on 16 September 1978, attended by representatives from the national affiliates in the Member States of the EEC as well as observers from other countries. The conference examined the position of senior managerial and professional staffs and confirmed their identity of interests and situation in each of the countries represented. As the driving force behind innovations in all sectors of the economy, C.I.C. members denounced policies all too frequently pursued by their respective governments, policies contrary both to the defence of human rights as well as to the safeguarding of real national economic interests.

Managerial and professional staffs wish to be more closely associated with the elaboration of policies concerning labour forces since they constitute an integral part of these albeit with specific characteristics arising from their functions and responsibilities.

Wherever the interests of affiliates and their members are concerned, be it in combating employment difficulties, in preserving the purchasing power of salaries, or in determining and re-establishing their place in the decision-making machinery of their firms, the C.I.C. demands to be represented in the interests of senior managerial and professional staff at both national and international level alongside central organisations of workers and employers.

Their members are not the really rich section of their national societies. On the contrary, they live by the fruits of their labour and refuse to be the perpetual victim of oppressive taxation. They demand that the national budgets of their countries be distributed more equitably.

The Executive Committee of the C.I.C. wishes to draw the attention of governments and employer organisations to the necessity of seeking the views and opinions of the C.I.C. on major issues of social and economic policy in the EEC.

The president was mandated to draw the attention of the Council of Ministers to the work undertaken by the C.I.C. in particular concerning proposals on active employment policy and to press for the participation of C.I.C. national representatives at the Tripartite Conference in November 1978.

6. The Lomé Convention and the Trade Unions

The renegotiation of the Lomé Convention on trade and aid between Third World countries and the EEC has led to intensified contacts between the international trade union confederations. The World Confederation of Labour will shortly publish a brochure containing the proceedings and conclusions of a conference it organised in cooperation with the Organisation for African Trade Union Unity, held in Bamako in November 1977, a conference which was however attended by only 11 African trade union centres.

7. Extension of Community regulations on social security for migrant workers moving within the Community¹

The Commission has approved and submitted to the Social Council a proposal to extend the field of application of Community rules and regulations on social security for migrant workers moving within the Community. If the proposal is adopted by the Council, it will cover all insured migrants in the Community.

The Council Regulation² in effect since 1971 ensures the application of national social security schemes throughout the Community to employed migrant workers and their families. At the end of 1977, the Commission proposed to the Council that self-employed migrant workers and their families should also be covered by the relevant rules and regulations.

Since then, the European Parliament and the Economic and Social Committee have delivered their opinions on respectively 10 May and 31 May 1977 to the effect that the regulation should also cover non-employed insured persons.

With this proposal the Commission gives effect to requests from the European Parliament and the Economic and Social Committee. When it has been adopted by the Council, this proposal will mean that the regulations will apply to all insured persons moving within the Community.

Under the regulations these persons become entitled to sickness and maternity benefits, contributory invalidity, old age and death benefits (pensions and allowances), benefits for the dependent children of persons drawing pensions or annuities and orphans' benefits.

8. European Seminar - German and British Food Workers Unions, Oberjosbach, 18-23 June 1978

A European Seminar was held on 18-23 June 1978 at the newly-completed Trade Union College of the German Food and Allied Workers' Union (NGG) at Oberjosbach, near Frankfurt. Representatives from several British unions in the food and allied industries attended the seminar as well as members of the European Trade Union Committee of Food and Allied Workers (ETUCF). Some contribution was made to the Seminar by the Trade Union Information Division of the European Commission in Brussels. Participants were welcomed by Herr H. Stadelmaier, President of the NGG and of the ETUCF.

The first day of the seminar concentrated on the structure, tasks and interrelationships between the institutions of the European Community, the Social Policy of the Community, and the Common Agricultural Policy and its implications for the food and related industries.

Mr Walter Braun, Secretary to the ETUC, spent the second day of the seminar covering the policies and objectives of the European Trade Union Confederation,

¹COM(78)466.

²Regulation No 1408/71 of 14 June 1971 published in OJ L 149 of 5 July 1971.

the work and cooperation between the ETUC and European sectoral committees of trade unions - Industrial Committees, and finally gave an elaboration of company law developments in the EEC which included the views and position of the European Commission and the reactions and proposals of the ETUC.

The third day, organised by the National Officers and Regional Secretaries of the NGG, covered the history, structure and objectives of trade unions in the Federal Republic of Germany, the question of industrial democracy and the part played by German workers and trade unions, and the functions of German trade union enterprises such as the Bank für Gemeinwirtschaft, one of Germany's largest commercial banks, the building group and insurance, travel and other activities.

The final working day of the seminar was spent visiting a food factory and meeting members of the worker-only Works Council, union officers and plant and management representatives.

Apart from the important objective of promoting closer personal contacts between the unions and their officers, the seminar provided a useful background for on-going consideration of the subjects covered.

Press and Information Offices

COMMUNITY COUNTRIES

BELGIUM
Rue Archimède 73, 1049 Bruxelles
Archimedestraat 73, 1049 Brussel
Tel. 7350040/7358040

DENMARK
Gammel Torv 4
Postbox 144
1004 København K
Tel. 144140/145532

FEDERAL REPUBLIC OF GERMANY
Zitelmannstraße 22
5300 Bonn
Tel 238041

Berlin (branch of Bonn Office)
Kurfürstendamm 102
100 Berlin 31
Tel. 8864028

FRANCE
61, rue des Belles-Feuilles
75782 Paris Cedex 16
Tel. 5535326

ITALY
Via Poli 29
00187 Roma
Tel. 689722

LUXEMBOURG
Bâtiment Jean Monnet
Rue Alcide de Gasperi
Luxembourg-Kirchberg
Tel. 43011

IRELAND
29 Merrion Square
Dublin 2
Tel. 760353

NETHERLANDS
Lange Voorhout 29
Den Haag
Tel. 469326

UNITED KINGDOM
20 Kensington Palace Gardens
London W84QQ
Tel. 7278090

Edinburgh (branch of London Office)
7 Alva Street
Edinburgh EH24PH
Tel. 2252058

Cardiff (Branch of London Office)
4 Cathedral Road
PO Box 15
Cardiff CF1 1WF
Tel 371631

THIRD COUNTRIES

CANADA
Association House (Suite 1110)
350 Sparks Street
Ottawa Ont. K1R 7S8
Tel. 2386464

CHILE
Avenida Ricardo Lyon 1177
Santiago 9
Postal address: Casilla 10093
Tel. 250555

UNITED STATES
2100 M Street, NW
Suite 707
Washington DC 20037
Tel. (202) 8728350

New York (Branch of Washington Office)
1 Dag Hammarskjöld Plaza
245 East 47th Street
New York NY 10017
Tel. (212) 3713804

GREECE
2, Vassilissis Sofias
T.K. 1602
Athina 134
Tel. 743982/743983/743984

JAPAN
Kowa 25 Building
8-7 Sanbancho
Chiyoda-Ku
Tokyo 102
Tel. 2390441

SWITZERLAND
Case postale 195
37-39, rue de Vermont
12011 Genève 20
Tel. 349750

TURKEY
13, Bogaz Sokak
Kavaklıdere
Ankara
Tel. 276145/276146