

TRADE UNION BULLETIN

PUBLISHED BY THE SPOKESMAN'S GROUP AND DIRECTORATE-GENERAL FOR INFORMATION:  
TRADE UNIONS AND OTHER PRIORITY MILIEUX

C O N T E N T S

1. Social Affairs Council in Brussels on 27 November
2. Second General Assembly of the European Trade Union Committee of Food and Allied Workers in Frankfurt, 7-9 November
3. Meeting of the Executive Committee of the European Trade Union Confederation (ETUC) in Brussels on 10 November
4. Meeting of the Executive Committee of the European Metalworkers' Federation (EMF) in Brussels on 14 and 15 November
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6. Statutory Congress of the Fédération Générale du Travail de Belgique (FGTB - Belgian Trade Union Federation) in Liège on 24 and 25 November

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## 1. SOCIAL AFFAIRS COUNCIL IN BRUSSELS ON 27 NOVEMBER

The Ministers of Employment and Social Affairs, meeting within the Council on 27 November in Brussels under the chairmanship of Mr Ehrenberg, the German Federal Minister of Labour, adopted a series of measures relating to youth employment and to the progressive implementation of the principle of equal treatment for men and women in matters of social security.

### Youth employment

The Council approved the Regulation on the creation of new types of aid for young people from the European Social Fund.

The Council had been discussing this important question since its meeting of 28 October 1977, particularly in the light of the brief issued to it by the Bremen European Council of 6 and 7 July 1978 to "decide on measures to combat youth unemployment within the framework of the European Social Fund so that such measures can come into force on 1 January 1979".

Assistance from the Fund, calculated on the basis of an amount not exceeding 30 EUA per person per week for a maximum of 12 months, will be granted for:

- aid to promote the recruitment of young people under 25 years of age who are unemployed or seeking employment, by means of additional jobs likely to give young people experience with a vocational content or making it easier for them to find a stable job;
- aid to promote the employment of young people under 25 years of age who are unemployed or seeking employment, by means of projects for the creation of additional jobs which fulfil a public need that would not otherwise have been met and are stable or likely to give young people experience with a vocational content such as to allow them access to the labour market and make it easier for them to find a stable job.

The 1979 draft budget provides for 25 m EUA in payment appropriations and 72 m EUA in commitment appropriations for this assistance, and the Council agreed that these sums would be divided equally between the two types of aid.

The Council agreed to instruct the Permanent Representatives' Committee to finalize the text so that a formal decision could be taken as soon as possible.

### Equal treatment for men and women in matters of social security

After detailed discussion, the Council approved the Directive on the progressive implementation of the principle of equal treatment for men and women in matters of social security.

This Directive is designed to eliminate from social security schemes and provisions all discrimination on grounds of sex, either directly, or indirectly by reference in particular to marital or family status. Its provisions apply to the whole of the working population, including self-employed persons, persons whose working lives are interrupted by illness, accident or involuntary unemployment, job seekers and retired or disabled workers. They apply both to statutory schemes providing cover for sickness, invalidity, old age, accidents at work, occupational diseases and unemployment and to social assistance provisions, in so far as these are intended to supplement or replace the former.

In particular, all discrimination is to be eliminated as regards:

- the scope of the schemes and the conditions of access thereto;
- the obligation to contribute and the calculation of contributions;
- the calculation of benefits including increases due in respect of a spouse and for dependents and the conditions governing the duration and retention of entitlement to benefit.

The Member States have six years in which to transpose the provisions of the Directive into their national regulations but will be entitled to exclude from its scope:

- the determination of pensionable age for the purposes of granting old-age and retirement pensions and the possible consequences thereof for other benefits;
- advantages in respect of old-age pension schemes granted to persons who have brought up children and the acquisition of benefit rights following periods of interruption of employment due to the bringing up of children;
- the granting of old-age or invalidity benefit entitlements by virtue of the derived entitlements of a spouse;
- the granting of increases in old-age or invalidity benefits for a dependent spouse.

The Council noted the Commission's intention to make additional proposals concerning occupational schemes, which are not covered by this Directive, and undertook to reach a decision on this matter as quickly as possible. The Commission will later be submitting proposals regarding the other social security benefits (notably family allowances and survivors' benefits) not covered by the Directive.

This Directive is the third in the field of equal treatment for men and women, following the Directive of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.

2. SECOND GENERAL ASSEMBLY OF THE EUROPEAN TRADE UNION COMMITTEE OF FOOD AND ALLIED WORKERS IN FRANKFURT, 7-9 NOVEMBER 1978

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The Second General Assembly of the European Trade Union Committee of Food and Allied Workers in the Community, held in Frankfurt on 7-9 November, adopted a series of motions on unemployment, the European elections, harmonization of tax systems, social and agricultural policies, harmonization of foodstuffs legislation, the anti-smoking campaign and the enlargement of the Community.

The delegates began by expressing their sympathy with the Basque trade unionists, whose headquarters had recently been the target of a terrorist attack.

Following a speech by Mr Wim Kok, President of the FNV (Federation of Dutch Trade Unions) and Vice-President of the ETUC (European Trade Union Confederation) on the overall policy of the ETUC and the forthcoming Tripartite Conference, which was to open on 9 November in Brussels, the Assembly decided to send a telegram of support to the trade union delegation at the Conference.

Broadly speaking, the main emphasis at the Frankfurt Assembly was on the need for concerted action by the workers to bring about the implementation of common policies aimed at eliminating social, regional and peripheral imbalances within the Community.

The trade union organizations had a duty, it was felt, to ensure that the social and economic policies pursued by the Community were, at the very least, "left-of-centre".

Mr Wim Kok's proposal for a new "Marshall Plan" to help the Southern European countries to catch up with the rest of Europe aroused particular interest.

The fact that the Assembly devoted so much attention to matters relatively far removed from the Committee's specific concerns was an expression of the delegates' conviction that their policy must form a coherent whole covering all matters of concern to working people.

### 1976 to 1978

It was clear from the report on the Committee's activities for the period 1976-78 and the comments on it by the Secretary, Mr Otto Staadt, that progress had fulfilled the hopes expressed at the First General Assembly in Brussels on 6 and 7 November 1975.

According to Mr Staadt, the collaboration between the Committee of Food and Allied Workers and the EFA (European Federation of Agricultural Workers in the Community), begun by agreement in 1974, had been highly successful (in spring 1978, for instance, a joint policy statement had been adopted on the reform of the common agricultural policy). The points of contention between the Committee and the International Union of Food and Allied Workers' Associations (IUF) - notably the question of

recognition as an industry committee by the ETUC - had been resolved (an agreement had been signed with the European Regional Organization of the IUF, the Secretary of the Committee had been elected Secretary of the Regional Organization and the latter had withdrawn its application for ETUC recognition). The Committee had been granted the status of a recognized industry committee, its political activities had been substantially extended and a number of names had been added to the list of affiliated organizations (Italy: FILIA; Denmark: Bageri-Konditori Molleriarbejdernes Forbund, Kvindeligt Arbejderforbund, Slagteriarbejderforbund, Bryggeri-Braenderi-Mineralvandsarbejder Forbund, Tobaksarbejderforbund, Specialarbejderforbund, Sukkervarechokoladearbejdernes Forbund; United Kingdom: United Road Transport Union, Union of Shop, Distributive and Allied Workers, National Union of Railwaymen, General and Municipal Workers Union - these affiliations being registered at the General Assembly at the same time as a number of applications for affiliation actually presented at the Assembly; Spain (Basque): ELA-STV; Sweden: Hotelloch Restauranganställdas Forbund, Handelstjänstemannaförbund, Svenska Livsmedelsarbetare Förbund; Denmark: Hotel Restaurationspersonalets; Finland: Hotelli Ravintolahenkilökunnan Lütto; Norway: Norsk Naerings og Nydelsesmiddelarbejderforbund).

#### THE FOOD AND ALLIED WORKERS' COMMITTEE AND THE COMMISSION

Otto Staadt recalled that discussions had been held with Commission representatives regarding, amongst other things, the humanization of working conditions in the context of the current employment situation in the food and tobacco industries, the fiscal and regional policies of the Community, direct elections to the European Parliament, the Commission's social action programme and measures aimed at reestablishing full employment.

He reviewed the decisions and positions adopted by the Bureau, notably: decisions establishing sectoral committees for the brewing trade, the dairy industry, cereals, the tobacco industry, the hotel trade and the sugar industry; positions on voting rights in the European elections for migrant workers from Community countries, the situation on the market in milk and milk products, the inclusion of isoglucose in the common market organization for sugar, the taxation of beer, fisheries and tobacco.

#### NEAR UNANIMITY

The motions before the Assembly were debated very fully, the tenor of discussions reflecting delegates' determination to avoid parochialism and consider their members' problems in the broadest possible context.

Voting was near-unanimous for almost all the motions - an occasional abstention, but hardly any votes against.

As regards ways of combating unemployment, the General Assembly advocated the introduction in the Community of economic measures at a level going beyond the strictly regional context. The long-term aim must, it was argued, be to eliminate regional imbalances, stabilize the employment situation and create adequate numbers of new jobs: "a united Europe must be able to create the economic and social conditions needed for full employment".

To this end, the Assembly called for: coordinated application of Community measures; intensified efforts to establish balanced economic structures and promote economic development at regional level; greater trade union participation in the measures to be taken (e.g. on the committees at the European Investment Bank concerned with the choice of projects for financing and their subsequent monitoring).

### RIGHTS OF THE EUROPEAN PARLIAMENT

In connection with direct elections, the organizations affiliated to the Food and Allied Workers Committee indicated that they regarded the transfer of powers from national to Community level as essential. The European Parliament must ultimately obtain the political powers necessary for the proper performance of its duties: if the Community was to follow the path of democracy, Economic and Monetary Union must lead to political union.

The Community should work towards the harmonization of tax legislation so as to ensure that all workers enjoyed equal living conditions and equal opportunities. The harmonization of economic and social conditions implied, it was felt, full implementation of freedom of movement - not as a matter of economic necessity but as a genuine right for workers - through common labour market and social policies.

### AGRICULTURAL POLICY

The delegates felt that, whilst agriculture was the sector where integration within the Nine was farthest advanced, the measures taken in the framework of price and market policies to support prices, maintain stocks and reduce export prices (swallowing in total some 2/3 of the Community budget) represented an excessive burden on consumers and taxpayers and that the present agricultural policy would in the end have to be abandoned.

It was, therefore, the view of the Assembly that producers should contribute towards the costs resulting from excess production and that action was needed to improve market structures and create alternative job openings for people employed in agriculture. The delegates also expressed themselves in favour of the adoption of Community Directives to harmonize legislation on foodstuffs, designed to protect the consumer not only against health risks but also against deception and fraud.

## TOBACCO INDUSTRY: YES TO A CONSTRUCTIVE DIALOGUE

As the representatives of 800 000 tobacco industry workers in the Community, the delegates were disturbed that the Commission and the Consumers Consultative Committee should have expressed the intention to take legislative measures against smoking. Whilst they understood the need for effective consumer protection and were ready to engage in a constructive dialogue with the Commission; the delegates urgently appealed to the authorities not to take unjustified and premature action.

## ENLARGEMENT OF THE COMMUNITY

The Assembly looked favourably on the prospect of Spain, Portugal and Greece joining the Community, and felt that it was up to the Member States to find solutions to the problems which were bound to arise - particularly in agriculture and the food industry.

In view of the possible repercussions on employment for workers represented by the Committee if the United States were to introduce customs duties on agricultural products from the Community with effect from 1 January 1979, the delegates decided to call on the Commission to exert pressure within the framework of the GATT talks to prevent the introduction of such duties.

## ADMINISTRATIVE DECISIONS AND ELECTION OF THE NEW BUREAU

The Assembly's main administrative act was to decide on the composition of the new Bureau. The latter then proceeded to present to the General Assembly the Presidium which would be responsible for handling the day-to-day affairs of an organization representing, at that time, a total of 818.933 workers. The proceedings were conducted by the outgoing President, Herbert Stadelmaier, whose final action in office was to install his successor, Erik-Toxvaerd Nielsen (Denmark, President of the Dansk Slagteriarbejderforbund), and the Vice-Presidents - Günter Doding (Federal Republic), Willy Vijverman (Belgium, half-time stand-in Arthur Ladrille), Andrea Gianfagna (Italy), Robert Smith (United Kingdom), Jan van Otterloo (Netherlands) and Lage Andreasson (Sweden).

### 3. MEETING OF THE EXECUTIVE COMMITTEE OF THE EUROPEAN TRADE UNION CONFEDERATION (ETUC) IN BRUSSELS ON 10 NOVEMBER 1978

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The Executive Committee of the ETUC met in Brussels on 10 November with Mr H. O. Vetter in the chair for discussions concentrating on the results of the Tripartite Conference held on 9 November and the proposals concerning the introduction of a European Monetary System.

The following statement was adopted:

"The ETUC Executive Committee had a long discussion on the 1978 Tripartite Conference... and there was general agreement that the results had been very unsatisfactory. In particular, it was stressed that the conclusions drawn at the end of the Conference by the President (Mr Lambsdorff) had represented his own views, which in many cases did not coincide with those of the ETUC.

The Executive Committee did not believe that all the parties to the Conference had really taken stock of the very grave economic crisis facing the Community: 6 million registered unemployed, some 3 million more unemployed but not registered, and now the danger that unless appropriate policies are followed unemployment could increase by almost a million each year for the next few years because of demographic and technological changes.

The Executive Committee noted that Mr Lambsdorff did say that the participants all regarded the Commission paper outlining an overall strategy to combat unemployment as a good basis for future work. The ETUC intends to do its best to make sure that Governments live up to this declaration and that there is an effective follow-up to the Conference, but the Executive Committee was very concerned that on a number of fundamental points the conclusions drawn by Mr Lambsdorff were much weaker than the measures proposed by the Commission and certainly weaker than those proposed by the ETUC.

With regard to the reduction of working time, the Commission had recognized, in line with the conclusions of the Standing Committee on Employment, that work-sharing measures had an important role to play within an overall strategy designed to reduce unemployment. The ETUC had therefore looked to the Conference to make real progress in this area and, specifically, had called for working hours to be reduced by 10% in the near future. Unfortunately, no progress at all was made and the conclusions drawn by the President were very weak - not even endorsing the Commission's position.

The Executive Committee also noted that whereas the Commission paper had argued forthrightly that the services sector should play an increasing role in job creation, the Presidency's conclusions had only given very qualified approval to the development of this sector.

The Executive Committee could not agree with the Presidency that the decisions reached at the Bremen European Council and the Bonn World Summit "greatly" improved economic conditions within the Community. Concern was expressed in the ETUC's statement to the Conference that governments had again been too cautious at these meetings and that the measures proposed there would be insufficient even to halt the rise in unemployment. The ETUC nevertheless welcomes Mr Lambsdorff's statement

that the December European Council will be prepared to make an interim assessment of the Bremen/Bonn strategy, but governments must then also be prepared to announce additional and more substantial measures.

The Executive Committee also welcomed the President's specific declaration that the European Monetary System would be directed towards helping to resolve growth and employment problems and that its impact would be neither deflationary nor inflationary. On industrial policy, however, the Executive Committee was again concerned at the weakness of the President's conclusions. The ETUC cannot accept that fundamental decisions about the direction of structural change, and therefore the nature of economic and social developments in our societies, should be unplanned and taken primarily by undertakings according to market-determined adaptation and innovation processes. The Executive Committee was particularly concerned that the Presidency's conclusions did not even mention the tripartite frameworks which the Copenhagen European Council had said should be established with a view to solving the structural problems in major sectors.

The Executive Committee was deeply critical of the generally negative attitudes adopted at the Conference by representatives of employers' organizations. Once more it was demonstrated that many employers were not willing to accept the social responsibilities that go with their immense economic power. The ETUC had, unsuccessfully, urged the employers to agree to negotiate a European framework agreement on reducing working time and had indicated the willingness of its affiliated organizations to cooperate constructively with them to ensure that reductions in working time led to the creation of new jobs. Unless there is a fundamental change in employers' attitudes towards trade union demands, and unless governments use the means at their disposal to induce employers to be more reasonable, the ETUC and its affiliated organizations will be forced to take much stronger action both industrially and politically.

Finally, there was general agreement in the Executive Committee that the ETUC should not agree to participate in another conference prepared and organized along the same lines as the 1978 Conference. To combat unemployment and overcome the serious economic problems facing all countries, action is certainly required at European level and tripartite conferences should play an important role in reaching a broad consensus on the measures to be taken. But it is completely unacceptable for governments to use these conferences simply as listening posts, without being prepared, before and during the meetings, to enter into real discussions and commitments themselves."

The Executive Committee therefore decided that it would have to conduct a fundamental review of the future role and nature of tripartite conferences and to consider other methods of influencing decision-making and promoting the interests of working people in Europe.

As regards the European Monetary System, the Executive Committee recalled that, in its statement to the Tripartite Conference on 9 November, it had said that the ETUC was very strongly in favour of attempts to achieve greater monetary stability but was not prepared to give unqualified support to the scheme since many important details had not yet been settled. If it could be shown, however, that the EMS would help the fight against unemployment, then the ETUC would give its full support.

The Executive Committee noted and welcomed the fact that the President of the Tripartite Conference, Mr Lambsdorff, had stated in his conclusions that the EMS should be directed towards helping to resolve problems in the areas of growth and employment and must be neither deflationary or inflationary.

The Executive Committee further recalled that it had argued in its statement to the Bremen European Council that if greater European monetary coordination were not accompanied by measures designed to achieve a better industrial and agricultural balance, it would be harder rather than easier to overcome economic problems in general and employment problems in particular; that there should be a balance between the rights and duties of surplus countries and of deficit countries; that Community mechanisms for dealing with balance of payments problems should be strengthened, and that action was needed to control speculative flows of capital and the activities of multinational companies in the monetary field.

EUROPEAN COUNCIL ON 4-5 DECEMBER IN BRUSSELS - MEETING BETWEEN  
CHANCELLOR SCHMIDT AND THE ETUC

An ETUC delegation led by the Vice-President, G. Debunne, and the General Secretary, Mr M. Hinterscheid, met Chancellor Helmut Schmidt in his capacity as President of the European Council on 4 December.

The main purpose of this meeting was to present the ETUC's conclusions on the Tripartite Conference and to reiterate trade union demands for anti-crisis measures, notably:

- reductions in working time;
- measures to stimulate demand throughout the Community economy;
- a properly planned and coordinated Community policy for industrial and structural development.

Chancellor Schmidt showed himself to be very sympathetic to the ETUC's ideas and demands, with the result that broad agreement was reached there and then on one important point - the need to devote any extra resources accruing from economic growth to the reduction of working time.

4. MEETING OF THE EXECUTIVE COMMITTEE OF THE EUROPEAN METALWORKERS' FEDERATION (EMF) IN BRUSSELS ON 14 AND 15 NOVEMBER

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The Executive Committee of the European Metalworkers' Federation (EMF) met in Brussels on 14 and 15 November with the Vice-President, Jacques Chereque (CFDT - France), and the President, Hugh Scanlon (AUEW - United Kingdom), in the chair.

The main issues discussed were shipbuilding, the reduction of working hours and the construction of nuclear power stations.

SHIPBUILDING - ACTION DAY ON 15 DECEMBER

In the face of the structural and economic crisis now affecting the shipbuilding industry, the Executive Committee called on the workers to take a firm and united stand to save the millions of jobs involved and to safeguard this industry, which is vital for the future of Europe. It was decided to organize an action day for 15 December in all the shipyards of the Community with a view to informing the workers about the concrete and constructive proposals of the metalworkers' unions for action to overcome the crisis and preserve jobs.

RESULTS OF THE TRIPARTITE CONFERENCE ON 9 NOVEMBER

The Executive Committee also discussed the disappointing results of the Tripartite Conference on 9 November and severely criticized the negative attitude which the employers' representatives had adopted there towards the ETUC's demand that working hours be reduced by 10% throughout Europe in the near future.

In response to this attitude, the Executive Committee adopted an EMF position on the reduction of working hours in the metalworking industry in which it expressed the unions' determination to work together through national collective bargaining to achieve reductions in working hours with a view to absorbing unemployment and preserving and creating jobs.

EXECUTIVE COMMITTEE ELECTION AND NEXT GENERAL ASSEMBLY OF THE EMF

The Executive Committee elected Georg Poulsen, President of the Dansk Metalarbejderforbund (Danish Metalworkers' Federation), as EMF Vice-President for the Scandinavian organizations and decided that the Fourth EMF General Assembly should take place in May 1980 in Copenhagen.

## OTHER BUSINESS

The Executive Committee instructed the Secretariat to reconvene the EMF Airbus Coordination Committee at the aerospace industry meeting to be held in Brussels on 20 and 21 November.

The EMF work programme for 1979 includes meetings devoted to the following industrial sectors: the heavy electromechanical and nuclear equipment industry, the motorvehicle industry, shipbuilding, the cables sector, data processing and telecommunications, the aeronautical industry and the mechanical engineering industry.

Annexed are the European Metalworkers' Federation (EMF) position on the reduction of working hours in the metalworking industry (1) and the EMF statement on the construction of nuclear power stations (2).

- (1) Faced with a persistently high level of unemployment, the loss of jobs as a result of rationalization and the transfer of production, and with the prospect of an increase in the potential labour force over the next few years, the metalworkers' unions regard the reduction of working hours as one of the means of absorbing unemployment and preserving and creating jobs.

The reduction of working hours would also contribute to the attainment of another trade union goal - the improvement of living and working conditions.

The EMF is aware that, in addition to the reduction of working hours, other more basic, structural measures are urgently needed, including a complete remoulding of economic and social policies, if there is to be a return to full employment.

The trade union movement should therefore direct its efforts towards this end, exerting pressure at both governmental and Community level with a view to changing present conditions and aims in such a way as to enable production to be expanded and redirected, as a matter of priority, towards the satisfaction of society's real needs.

The EMF feels, however, that the reduction of working hours must in the present situation be considered a priority objective. This reduction may, depending on the circumstances, be achieved by shortening the working year, week or day, by increasing annual holidays, by raising the school-leaving age and lowering the retirement age, by reducing hours for shift work or unpleasant work, or by introducing a fifth shift in the case of continuous process working - each of these measures to involve no loss of earnings and to be accompanied by a clear definition of working conditions.

On the basis of its experience over the last few years, the EMF feels that the introduction of a shorter working week and longer holidays could have a beneficial effect on employment, provided:

- that these measures are negotiated over a relatively short period of time;
- that overtime is strictly limited and that, when it is unavoidable, compensatory rest periods are granted;
- that workers and their unions are able to monitor productivity and the organization of work (work rhythm).

The pursuit of this demand as a priority claim by all the metalworking unions in Europe will greatly facilitate its achievement.

(2) The discussion on the construction of nuclear power stations is centred around the conflict between the demands of energy supply and the protection of the environment. The EMF and its member unions have a threefold involvement in this debate.

- The EMF represents the interests of workers in the metal industry and, more generally, those of all workers. It therefore demands guarantees of sufficient energy supplies, which are essential for balanced growth and full employment.
- It represents the interests of all those working on the construction of power stations, including nuclear power stations. This implies a concern for the problems linked with preserving these workers' jobs.
- It believes in a dynamic environmental policy. The preservation of a high-quality environment is essential for the humanization of working conditions and the improvement of the quality of life.

In a resolution adopted by the Third General Assembly in May 1977, the EMF gave absolute priority to the achievement of full employment. Given the continuing loss of jobs as a result of rationalization and restructuring, no policy aimed at a return to full employment, even one involving reductions in working time, is likely to succeed unless it is accompanied by an effective growth policy. This in turn demands an adequate supply of energy at reasonable prices, which is therefore essential if we are to prevent the persistence of a socially, economically and politically unacceptable level of unemployment.

The relationship between energy consumption and growth should be measured according to the following criteria: security of supply, absolute minimization of risks to health and the environment, economy in the use of raw materials, favourable prices, continued technological progress, rational exploitation of the employment potential of the various energy sources with a view to improving the overall employment situation.

Realistically speaking, it has to be recognized that we can no longer do without nuclear energy either in the short term, despite energy-saving and the use of independent energy sources, or in the long term, despite the development of "safe" energy sources not harmful to the environment, less wasteful of raw materials and cheaper overall.

Nevertheless, the use of nuclear energy involves serious technical, political and social risks. There can therefore be no question of indiscriminately demanding unconditional extension of nuclear power stations.

On the basis of the information currently available, the EMF has adopted the following positions:

1. The problems of energy in general and nuclear energy in particular have become so vital to present and future generations that the public has a right to be fully informed of the facts so as to be able to judge the advisability of the various options proposed. For this, there must be democratic debate at both national and European level, and indeed worldwide, with a view to ensuring balanced economic growth between industrialized and developing countries.
2. Forecasts of energy requirements must be made in a realistic fashion, taking into account the needs of a growth directed towards full employment. This involves, amongst other things, energy-saving measures, greater use of independent sources and an intensified search for new forms of energy.
3. In the short term, it is important to develop economic structures which will permit energy-saving and to ensure that everybody becomes accustomed to making rational use of the available energy. To this end, every possible means of promoting energy-saving must be exploited.
4. At the same time, the research and development of non-nuclear energy sources must be promoted. In the longer term, the exploitation of such sources should reduce the cost of energy in both financial and ecological terms, making it possible to relegate nuclear energy to the status of a supplementary source of supply.
5. It would not, however, seem feasible to abandon nuclear energy in the present state of society, given the probable development of world energy requirements in the years to come and assuming that we are aiming to achieve a reasonable rate of growth. Nevertheless, the exploitation of atomic energy must be kept within certain bounds and subject to certain conditions.
  - Nuclear energy must only be used when absolutely essential to maintain our energy supply.
  - Absolute priority must be given to eliminating safety risks before any final and irrevocable decision is taken in connection with nuclear power.
  - Nuclear energy must only be used for peaceful and humanitarian purposes.

6. The main problems relate to the fuel cycle: waste disposal, reprocessing and long-term storage. The public authorities must undertake to propose a safe and economically justifiable programme for the reprocessing of waste at the earliest possible moment.
  - Existing nuclear power stations must continue to function.
  - Projects where construction is already under way must be completed. Authorization to operate must not be granted until the particular situation of the station concerned has been considered in terms of safety and waste disposal.
  - Authorization to build plants still at the planning stage should only be granted where new energy requirements cannot be met from non-nuclear sources and the waste problem has been resolved. The latter condition may be considered to be met:
    - (i) if authorization to build intermediate or entry storage points has been granted;
    - (ii) if there are appropriate possibilities for long-term storage.
  - Given the decision to reprocess radioactive fuels, the Member States of the European Communities should ensure that reprocessing capacity keeps pace with power station building programmes. Additional facilities for the treatment and storage of radioactive waste are also needed.
7. The siting of nuclear power stations is another serious problem. It is unacceptable that decisions of such far-reaching effect should, as has often happened in the past, be taken and implemented by the authorities without consulting those members of the population directly or indirectly concerned. Decisions relating to nuclear energy and the siting of power stations must be reached according to democratic rules; national parliaments and regional elected bodies have an important role to play here, as does the European Parliament in the case of projects extending beyond national frontiers.
8. Safety at work is the first condition for effective environmental protection. It should be added that greater attention to safety, including research into safety techniques, is essential if nuclear energy is to be exploited more intensively.
  - Tighter monitoring of radiation exposure is needed and this must be the responsibility of the public authorities. Adequate standards should be laid down at Community level, including common minimum safety standards for nuclear installations (application of the Community nuclear safety code adopted by the Economic and Social Committee).
  - Every effort should be made to minimize the risks resulting from the operation of nuclear power stations. More effective action than has hitherto been taken is needed to eliminate "control errors" in their programming and operation.

- Serious measures must be taken to increase safety where waste is concerned, particularly as regards the disposal of highly radioactive waste in the fuel cycle and the closure and dismantling of stations no longer in operation.
- The safety of nuclear power stations must be guaranteed.

Within the framework of the exploitation of nuclear energy for peaceful purposes, the EMF regards adequate safeguards both for the workers directly concerned and for the population at large as essential in connection with the construction and operation of nuclear power stations and the disposal of radioactive waste.

9. The EMF and its member organizations believe that undertakings concerned with acquiring, producing and distributing energy should be nationalized and should operate according to the rules governing a public service.

#### 5. EURO-MEDITERRANEAN TRADE UNION COLLOQUIUM IN SALONICA ON 16 AND 17 NOVEMBER

The problems of the 10 million migrant workers and their families were discussed in detail at the Euro-Mediterranean Trade Union Colloquium organized by the ETUC in cooperation with the Commission of the European Communities, in Salonica on 16 and 17 November.

The Colloquium brought together trade union representatives from host countries and countries of origin.

Proceedings began with a speech of welcome from the President of the Greek unions and a detailed report presented by Mr D. Marioli, Secretary of the European Trade Union Confederation. Next came introductory exposés by Mr E. Hauerslev (Director in the Commission's Directorate-General for Employment and Social Affairs) on "recent Commission initiatives in this field" and Mr Werquin (of the same Directorate-General) on "special manpower agreements with non-member countries".

Following this, delegates of the various trade unions represented at the Colloquium reported on the situation of migrant workers and supplemented the information contained in the answers to the ETUC questionnaire.

#### SPEECH BY VICE-PRESIDENT VREDELING

During the second day, participants were welcomed by the Minister for Northern Greece, Mr Martis, and heard an address by Mr Vredeling, Vice-President of the Commission.

When the Community is enlarged to include Greece, Spain and Portugal, a single transitional period will have to apply to all sectors covered by the negotiations. It will not do to set a longer period for freedom of movement for workers.

Vice-President Vredeling stressed this in his address and warned that the right of workers to move freely within the Community - a basic right - could give rise to serious tensions and conflicts in view of the present widespread unemployment.

"By combining regional development and appropriate transitional measures, it will," Mr Vredeling stated, "be possible gradually to guarantee the nationals of the new Member States the right to move and work freely within the Community. A uniform transitional period must be fixed and, I have to say, the Commission is in favour of an adequate transitional period." He pointed out that it was essential to recognize migratory movements quickly and that this would not be possible if freedom of movement were brought into effect right from the date of accession. Nor would it be in the interest of Greece for this to be done.

However, Mr Vredeling added, "It would not be right to set a transitional period for freedom of labour different from that set for other areas. Apart from the fact that, in my opinion, the discrimination against labour that would result is inadmissible, the integration process is one which covers the economy as a whole, including labour. We cannot therefore with impunity make an exception in the case of labour."

The arrangements for the transitional period were, he said, open to negotiation: "It must be possible to implement freedom of movement for workers gradually. However, once Greece becomes a member, I feel it would be unacceptable for Greeks already living and working in the Community not to be treated in the same way as nationals of other member countries as regards working conditions, for this would create differences between, for example, an Italian and a Greek both living in the Federal Republic, differences which could neither be explained nor justified."

Mr. Vredeling had earlier gone into some detail on the situation of migrant workers in the Community. He reminded those present that the major influx of migrant workers dated from before 1973, when economic growth and the economic climate were still favourable. "They were needed for the production process and frequently for jobs which could not be filled from the domestic labour market. They often worked and even now work on socially unacceptable terms and conditions. Employers can be said to use and, in some cases, exploit them as cheap labour with the tacit agreement of the authorities."

To illustrate his comments, Mr Vredeling cited the following statistics. There are about 6 million migrant workers in the Community, approximately 16% of them nationals of Member States. In addition, there are some 600 000 illegal migrant workers, the equivalent of 10% of the figure for registered migrant workers.

Of the larger Member States, the Federal Republic of Germany and France each employ 1.900.000 foreign nationals. In the Federal Republic, the breakdown according to country of origin is as follows: Italy 280.000, Spain 110.000, Greece 170.000, Turkey 520.000 and Yugoslavia 390.000. The figures for France are 230.000 Italians, 270.000 Spaniards, 480.000 Portuguese, 440.000 Algerians and 130.000 Moroccans. The United Kingdom has 1.700.000 migrant workers, of whom 450.000 come from Ireland and 630.000 from the Commonwealth.

The unemployment figures for migrant workers are generally somewhat higher than the national average. In order to convey some idea of this problem, Mr Vredeling gave the following examples: In 1977 there were 20.000 Italians, 32.000 Turks and 15.000 Yugoslavs unemployed in the Federal Republic, whilst 10.000 Italians, 13.000 Portuguese, 40.000 Algerians and 12.000 Moroccans were out of work in France.

As regards the policy which the Commission wishes to follow concerning illegal migration and clandestine employment, Mr Vredeling referred to the draft directive, providing a socially acceptable solution to the problem, which the Commission had submitted to the Council. The Commission was experiencing considerable difficulties in this matter, but he for his part felt that it would be completely wrong to make use of non-binding resolution "the content of which would have been changed beyond recognition". Mr Vredeling added that he did not see where the difficulties lay. The ban on immigration introduced by the Member States simply increased industry's requirements for illegal workers. It was in his view obvious that something would have to be done about the 600.000 illegal workers in the Community.

As regards the Commission's policy on migration, Mr Vredeling said that the fundamental right to migrate should be seen first and foremost as a matter of labour market policy. Workers were not migrating of their own free will if they felt compelled to do so on account of unemployment or low income. "I do not wish to detract from their right," he stated, "but when they are forced into exercising it, then it is a bad thing". The aims should therefore be equal development opportunities, redistribution of wealth and the setting of minimum social standards. At present, labour market policy was still a matter for the Member States, but it would ultimately have to become a matter of Community policy, precisely because of freedom of movement.

Mr Vredeling argued that the time was ripe for coordinated Community labour market policy to regulate the movement of persons from non-member countries, stating in conclusion that "if economic growth picks up again, as I sincerely hope it will, there is a chance that the Community or perhaps a single Member State will once more throw open its borders and then it will happen all over again: there will be another wave of migrants to take the jobs which we consider beneath us and once again we will have created a stratum of second-class citizens. This must not happen!"

## CLOSING STATEMENT

The following statement was adopted at the close of proceedings:

The trade union organizations affiliated to the ETUC and the Mediterranean area trade union organizations represented at the Euro-Mediterranean Colloquium in Salonica on 16 and 17 November are agreed that the failure to consult the unions at all levels in the negotiation of bilateral and multilateral manpower agreements weakens the substance of these agreements.

|                                      |
|--------------------------------------|
| UGTA (Algeria)                       |
| FGTB/ABVV (Belgium)                  |
| CSC/ACV (Belgium)                    |
| DGB-UIG Metall (Germany)             |
| ELA-STV, UGT, SOC (Spain)            |
| EFL (Egypt)                          |
| CFDT, FO (France)                    |
| GSEE (Greece)                        |
| CGIL, UIL, CISL (Italy)              |
| ICTU (Ireland)                       |
| CGT, LCGB (Luxembourg)               |
| GFL (Lebanon)                        |
| UMT, UGTM (Morocco)                  |
| GWU (Malta)                          |
| Nordic Trade Unions (Scandinavia)    |
| FNV, CNV (Netherlands)               |
| CGTP (Portugal)                      |
| OGB (Austria)                        |
| USS (Switzerland)                    |
| SSJ (Yugoslavia)                     |
| ICFTU and WCL (World Confederations) |

The ETUC, concerned about the harmful economic and social effects of the employment crisis in Europe, regards the procedure adopted for the negotiation of these agreements as unsatisfactory, and it therefore demands the right to be consulted constantly at both national and European level.

Despite the unceasing efforts of the trade union organizations, the situation remains grave for migrant workers, particularly as regards employment. The ETUC therefore undertakes to give priority to the following demands:

### 1. Job security

Every effort must be made to prevent foreign labour from being regarded as "reserve" for the requirements of the labour market. In this connection, pressure should be brought to bear on governments to urge them to ratify ILO Convention 143 and particularly Article 8, which stipulates that "provided he has resided legally in the country for the purpose of employment, the situation of the migrant worker cannot be considered to be either illegal or irregular purely because he loses his job, nor can this loss of employment result in the withdrawal of his residence permit or, as the case may be, of his work permit".

Efforts must also be made at Community level to draw up a Directive on illegal labour trafficking as quickly as possible.

## 2. Social security

Obligations which are the same for everyone must involve the same rights for everyone. The principle of equal treatment for nationals and migrant workers as regards social security must therefore be implemented in Europe.

## 3. Knowledge of the language of the host country

Immigrant workers must learn to speak, read and write the language of the host country if they are to be able to adapt to their new economic and social environment.

This is absolutely essential if a foreigner wishes to undertake a course of vocational training offering prospects of advancement and reintegration.

## 4. Return to the home country and social rights

If a foreign worker returns to his home country, it must be possible for him to retain the social rights acquired in the host country.

If a foreigner plans to return home, he must be given genuine guarantees that he can do so under acceptable conditions.

## 5. Return to the home country and vocational training

It should be possible to provide every foreign worker returning home with vocational training which will benefit both the worker himself and his home country. Vocational qualifications acquired abroad should be recognized as equivalent to national qualifications.

## 6. Second-generation immigrants

Measures must be taken without delay to facilitate the integration of the second generation of working age into social and working life in the host country. Second-generation immigrants are subject to discrimination on two counts - firstly because they are young, and secondly because they are "migrants". Action must be taken, in particular, to encourage them to learn and use their mother tongue.

## 7. Housing

Every effort must be made to prevent the development of ghettos, particularly in cities. Housing policies must therefore take account of the needs of the immigrant population as well as those of the national population.

## 8. Families

The members of a migrant worker's family living with him must not be subjected to any form of discrimination as regards employment and social security.

Measures taken to close frontiers must not be allowed to prevent the members of a migrant worker's family from joining him.

9. Efforts to combat racialism

In view of the extent of the economic crisis throughout all the countries in Western Europe, we must be on the lookout for a resurgence of racist tendencies.

It is essential that the national population be made to understand the difficulties and sufferings involved in emigration and to recognize the existence of different cultures and ways of life with which they must learn to coexist.

10. Trade union education

Trade union training is the responsibility of the unions in the host country.

The reason for this is first of all that trade union structures and objectives may differ between the host country and the country of origin, and secondly that this procedure helps to maintain trade union unity amongst all the workers in a particular country.

The delegates also approved the following statement regarding the absence of the Tunisian trade unions:

"The trade union representatives from 21 countries who attended the colloquium in Salonica on migrant workers regret the absence of representatives of Tunisian workers who were unjustly arrested in their country, condemn the limitations imposed on the trade union rights of Tunisian workers, and appeal to the international community and to the Member States of the EEC to bring pressure to bear on the Tunisian authorities with a view to the immediate liberation of the UGTT leaders and the restoration of full trade union freedom for Tunisian workers at the earliest possible moment."

6. STATUTORY CONGRESS OF THE BELGIAN TRADE UNION FEDERATION (FGTB )  
IN LIEGE ON 24 AND 25 NOVEMBER 1978

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The Statutory Congress of the FGTB met in Liège on 24 and 25 November under the chairmanship of Mr E. Hamont and Mr F. Vyt.

Structures better suited to the situation in the trade unions have been set up since this Congress.

In keeping with the reorganization of trade union structures which had been prepared in May 1978, the FGTB is still a national organization with 1.100.000 members, eleven sectoral organizations, and eighty regional ones.

Its national bodies (Congress, the bureau and secretariat) are still the same and retain the same powers as before.

But henceforth there will be official recognition of the existence of three interregional branches, in Wallonia, Flanders and Brussels.

Each of these three interregional branches has strictly regional powers by analogy with the model for the future regionalization of the Belgian State.

These interregional branches each has a Secretary (Mr Gayetot for Wallonia, Mr Deriew for Flanders and Mr Carpentier for Brussels) and deal with the specific problems of their individual regions, and they each have a bureau one half of which consists of delegates from the sectoral branches and the other half representatives of the regional sectors.

The Assistant General Secretary, Mr. A. Delourme, presented the report of activities for 1975 to 1978 to those present at the Congress, and reviewed the main events in the trade union sector during that period.

This report was adopted, after discussion, with two votes against and thirteen abstentions.

Mr G. Debunne, the General Secretary, presented the FGTB's action programme, during the second day of the Congress.

The economic recession reflects a deep-rooted crisis of capitalism. A new overall policy, which pays more attention to democracy, justice and fraternity, is called for. Injustice and inequality are intolerable trade marks of capitalism. Tomorrow's world must offer better guarantees for satisfying individual and collective needs, such as justice. It must be a true and total democracy.

In addition to political democracy the FGTB advocates economic, social and cultural democracy. It demands structural reforms to transform capitalist society.

Georges Debunne explained that when the FGTB took part in negotiations it does not do so in a spirit of class collaboration. The FGTB was in favour of confrontation with the Government and the employers as a way for the workers to exert pressure. When going into action it was necessary to know what could and could not be accepted and act totally independently of the powers that be. Action should be taken on a united front within the FGTB and, as far as possible, in unison with the entire working class.

Georges Debunne reiterated the desire to apply Article 107(4), but said that there would be an ever-increasing tendency to deal with problems at a European level. Europe must become democratic and the European Parliament have real powers. He added that European-level consultations should be organized democratically since more and more solutions would be reached at this level.

He then recalled the basic guidelines of the four reports.

## Priority for employment

This involved an immediate demand for a thirty-six hour week.

Technical progress was leading to increased productivity. At the same time there would be more people leaving school than workers leaving work, and more women wishing to work. The volume of work available should therefore be shared and any opposition between the employed and the jobless would lead to a sort of fascism.

A long struggle had been necessary to obtain a reduction in the working week and this struggle was continuing.

The thirty-six hour week was just a beginning and it would not be long before a thirty-two hour week was being demanded. But here one came up against the opposition of the employers who clung to their idea of part-time work; but this formula led to reductions in pay and consequently in purchasing power. The Federation did not want this system to be applied generally, the speaker said, nor did they want part-time work to be regarded as less than half of full-time work, and it should provide guaranteed social security.

Needless to say, a reduction in working hours should be accompanied by a check on monitoring the pace of work since the idea was to save jobs and recruit new workers.

## Social security

Acquired social advantages had to be not only protected but improved.

The FGTB could be proud of having resisted all attacks and not having lost any ground. Belgian workers had withstood all the onslaughts of capitalism better than any others in Europe.

The FGTB strongly recommended a reform of social security. Since 1976 the State had failed to pay 64.000 million francs in social security.

This was the basic reason for the problems encountered, but the FGTB considered that what was needed to create true solidarity between the various occupational sectors was the payment of a loss of earnings allowance in the event of illness, unemployment, pensioning, industrial accident or occupational disease. And these allowances should follow general pay trends.

Contributions from workers and employers, that is, consolidated wages, would enable all these loss of earnings allowances, including unemployment benefits, to be paid from a common fund.

But health care was covered by health policy, which was the responsibility of the population as a whole under the aegis of the State. For this purpose the FGTB advocated the charging of social security contributions to general taxation, as was the case for family benefits, in cases in which there was currently discrimination against wage- and salary-earners. But in these sectors, too, acquired social advantages should be retained.

## Taxation

Purchasing power should be improved by indexing tax scales and by introducing separate tax assessments for married couples. The FGFB had always obtained total indexation of taxation scales for those earning average to low wages. But wages had, nonetheless, increased and more and more tax payers were moving into higher income brackets.

Total indexation had to be reached at Bfrs 750.000.

Georges Debunne continued by saying that the FGFB had a radical attitude towards separate assessments for married couples, but that it was alone in this. The FGFB had refused to agree to the ceiling for separate assessment proposed by the Government. It would take up the cudgels again and was advocating a ceiling of Bfrs 600.000 for separate assessment for 1979 which would, by stages, rise to Bfrs 750.000.

The entire question of separate assessment would have to be discussed as part of a total reform of taxation to avoid tax evasion in the liberal professions and problems concerning dependent persons.

The campaign against tax evasion should be promoted as a means of reorganizing the State budget. In Belgium income tax was much higher than the tax on unearned income and this type of taxation favoured a particular class.

## Worker control

The General Secretary once again specified that the FGFB rejected co-management, which amounted to class collaboration. Nothing had changed in the attitude of the 1971 Congress and they had never been further from co-management.

If the workers' movement were capable of providing an alternative to the propositions put forward by the employers, discussions would have to be held, although this in no way implied that an agreement would necessarily be reached.

Did they want to prevent any possibility of an agreement in the interests of the workers by rejecting consultations?

The SNR and the SDR were now able to decide on participation and public ventures unhindered, and they had to be given the means of doing so. If the workers' representatives did not participate on management committees who was going to defend public undertakings?

Who would represent the users if we wanted efficient public services? This apart, there was no question of participating in the management of undertakings.

## A possible intertrade agreement

The FGTB was demanding a thirty-six hour week, an improvement in the protection of all workers in the event of dismissal by means of introducing a retraining grant, an increase in annual holiday bonuses and an upgrading of guaranteed monthly wages.

The employers had said that they were prepared to discuss the matter. Would this lead to an agreement? That remained to be seen!

An enlarged National Committee would have to deal with the results and hold discussions.

A social pact involving an incomes policy would, in any case, be rejected by the FGTB, whether it was proposed by the Government or by the employers.

Georges Debunne reminded the Congress that immediate demands included the fact that pensions of long standing were much lower than those paid recently and that it was essential for the gap to be bridged.

In conclusion, Georges Debunne stressed the need for equal rights and what should be done to guarantee equality for women, young persons and migrant workers.

After a discussion the 1.000 delegates at the Congress adopted a resolution, the main points of which are reproduced below, with four votes against and eight abstentions;

### The Secretariat of the FGTB

|   |
|---|
| <u>Georges Debunne</u> , General Secretary                            |
| <u>Alfred Delourme</u> , Assistant General Secretary                  |
| <u>Georges Deriewu</u> Secretary of the Vlaamse intergewestelijke     |
| <u>Henri Carpentier</u> , Secretary of the Interregionale of Brussels |
| <u>Jean Gayetot</u> , Secretary of the Interregionale wallonne        |
| <u>Georges Gogne</u> , National Secretary                             |
| <u>Jean-Claude Vandermeeren</u> , National Secretary                  |

Economic, social and cultural democracy should be constructed alongside political democracy.

The sovereignty of capital, the privileges and decisive power of the dominant class, and economic liberalism geared towards the pursuit of profit will be combatted by a political offensive involving trade union claims designed to transform capitalist society by means of structural reforms.

1. ANY NEGOTIATION OR CONSULTATION WITH THE EMPLOYERS in which the FGTB takes part in no way reflects a desire for class collaboration, but constitutes a step regarded as necessary for the gradual achievement of a just and free society without privileges which meets the aspirations of workers and is accepted by them.

2. IN A SPIRIT OF TOTAL INDEPENDENCE vis-à-vis any Government and taking into account all democratic opinions, both political and philosophical, the FGTB wishes to achieve its objectives by rallying all wage and salary earners and the population as a whole to action.
3. The working classes must act in unison with regard to the capitalist system.

With this in mind the Congress wishes progressive forces to join together in creating a programme of concerted action to obtain and guarantee:

- full and better employment;
  - the protection and improvement of acquired social advantages, purchasing power and the quality of life;
  - a fairer and more exact distribution of taxation and social security;
  - greater democracy in all spheres (political, economic, social and cultural) and at all levels, by means of structural reforms.
4. These attitudes are applicable at regional, national, European and international level.

#### THE REGIONS

5. At its special doctrinal congress in 1971 the FGTB had demanded "regional institutions invested with the powers to enable them to decide in the spheres within their field of competence".

The FGTB had unfailingly demanded the application of Article 107(4) in order to narrow the gap between the authorities and citizens and achieve three-sided regionalization in Wallonia, Flanders and Brussels.

The Congress reiterated its desire to see each region endowed with an elected political administration able to intervene effectively and make laws in its sphere of competence without threatening the common interests of all workers throughout the country.

The Congress demanded that the elected Government should enforce definitively and immediately 107(4) and at the same time agree to any essential extension of the competences and financial means attributed to the regions.

#### EUROPE

6. Political, economic, financial, monetary and social powers are moving on to a European plane although there are no democratic rules. A workers' Europe must take precedence over a Europe dominated by capital.

Priority should be given to the following in order to make Europe democratic:

- endowing the European Parliament, to be elected in June 1979, with real powers;
- giving economic, social and financial bodies review and consultation instruments on which trade union organizations are represented;
- organizing negotiations between the two sides of industries with a view to concluding framework collective agreements at European sectoral and intersectoral level.

The Congress welcomed the progress made by the European Trade Union Confederation in coordinating activities and demands, particularly as regards the reduction in the number of working hours.

The FGTB would propose, at the Congress of the European Trade Union Confederation, that the latter did its utmost to achieve efficacious solidarity, especially in the campaign against unemployment.

The Congress denounced the negative and extremist attitude of the European employers and censured the Governments' abandoning of responsibility in the matter.

#### PRIORITY FOR EMPLOYMENT

In order to deal with the present unemployment and the foreseeable decline in employment, the Congress demanded that the volume of work available be shared and, by way of priority, that the working week be reduced to 36 hours for everyone in 1980.

#### TOWARDS A NEW INTERTRADE AGREEMENT

The Congress pointed out that the FGTB had always opposed and was still opposing any idea of an incomes policy and any social pact which would restrict trade union activities.

An enlarged National Committee would examine the results of negotiations and decide on the necessary measures to be taken.

#### SOCIAL SECURITY

The Congress rebelled against the fact that successive Governments had failed to fulfill their legal obligations as regards financing social security. It reiterated its desire to carry out fundamental reforms of social security in order to protect and improve acquired social advantages.

## IMMEDIATE DEMANDS

The adaptation of social security benefits to wage trends in 1979 to keep in line with the general prosperity.

An increase in longer standing pensions to bridge the gap which exists between them and current pensions.

As regards annual holidays, a reduction in the tax levied on holiday bonuses paid by the annual holiday funds.

As regards family allowances, examination of the possibility of granting the remaining 20% due on special allowances.

## WORKER CONTROL

The Congress reasserted the principles adopted by the doctrinal Congress of 1970 and rejected any type of co-management and integration into the capitalist decision-making centres.

Guidelines and anything affecting the future and interests of workers should be assessed and commented on before the decisions were taken.

The role of the Trade Union Delegation should be strengthened.

The FGTB was creating a coordination body for all those elected to and responsible for the trade unions from the economic and social entity constituted by the undertaking. Trade union delegations in undertakings with 20 workers. The Congress instructed the Bureau to prepare for a select Congress which should define the FGTB's position:

- on bodies within the undertaking;
- on the organization of sectoral control.

In the public sectors, the trade union participation on Boards of Directors and Management Committees in sectors of the public authorities with exclusive power, and in public financing and insurance institutes, would be specified.

## PLANNING THE FUTURE AND GUARANTEEING COLLECTIVE CONTROL OF THE ECONOMY

The organization and development of the economy should be based on democratic planning.

The Congress demanded a plan of operations for the next four years from the next Government.

The public authorities should play a decisive role in drawing up and implementing a new industrial policy.

Society as a whole should control the sectors which play a decisive role in the development of the economy.

Reform of the SNI and the SRI. The Congress expected these institutions to be provided with the necessary means.

The aid granted by the public authorities should be given on an exclusively contractual basis and be in line with the general objectives of the Plan. Trade union agreements, freedom and rights should be respected in small and medium-sized undertakings.

#### ENERGY

The aim of the energy policy should be to ensure regular energy supplies at the best possible prices and in the best possible conditions for the quality of life.

Energy policy should be the responsibility of the public authorities.

A wide-scale information campaign on the advisability of using nuclear energy was necessary before the democratic discussion which was to be carried out at Parliamentary level.

A new system of oil prices should be implemented when the current contract programme expired.

#### REFORM OF THE FINANCE SECTOR

Society as a whole should control the finance sector and a public banking sector should be set up.

#### REFORM OF THE TRANSPORT SECTOR

Public transport should be developed, improved and be regarded as a priority. There was a pressing need for a national ports policy.

#### AN IMPROVEMENT IN THE QUALITY OF LIFE

Should be achieved by reorganizing the country in line with human needs, granting priority to public transport, a democratic housing policy, a preventive and curative health policy, a democratic education policy, a democratic cultural policy, a family policy based on socialist principles, a consumer protection policy, and legal protection against interference in private life.

#### A SOCIETY WITH EQUAL RIGHTS

The Congress considered that it was essential to achieve total integration at all levels, in social, economic and cultural life, for women, young people, migrant workers and handicapped persons:

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