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THIRD STATUTORY CONGRESS OF THE EUROPEAN TRADE UNION CONFEDERATION

OBJECTIVES, 1979-81

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1. TOP PRIORITY TO EMPLOYMENT

As well as reviewing developments since the previous Congress and stating the Confederation's views on the questions of the moment, the Third Statutory Congress of the European Trade Union Confederation held in Munich from 14 to 18 May adopted a short- and medium- term action programme.

The Munich Congress brought together the representatives of 40 million union members in Western Europe to determine their priorities for the coming three years and take steps to ensure that the influence enjoyed by the ETUC at European level is commensurate with the influence enjoyed by its affiliated organizations at national level.

Naturally enough, the conclusions adopted at the Congress emphasize that priority must be given to improving the job situation and eliminating unemployment. Stress was, however, also laid on the need to extend and strengthen the influence of the trade union movement in Europe if the objectives which the workers have set themselves are to be achieved.

The aim - reductions in working time; the means - coordinated strikes and other forms of action designed to pressurize governments and employers into changing their policies; these are the two main features of the strategy to be followed by the European trade union movement in the immediate future.

2. OPENING SPEECHES

Before beginning discussions on their future programme of action in earnest, the delegates heard a number of highly significant speeches from distinguished guests. Notable amongst these opening speeches were those delivered by Mr. Roy Jenkins, President of the Commission of the European Communities, and Mr. Robert Boulin, President in Office of the Council (Labour and Social Affairs) of the European Communities and Minister of Labour and Industrial Democracy in the French Government.

ADDRESS BY MR. R. JENKINS, PRESIDENT OF THE COMMISSION OF THE EUROPEAN COMMUNITIES

I would like to thank you for your invitation to speak today to the Conference of the European Trades Union Congress. The Commission attaches a very high priority to building up the process of consultation, discussion and decision at Community level in order to bring together the interests of governments and both sides of industry. During the last 2 1/2 years, we have been working actively towards that objective and this opportunity to address you today reflects that spirit of close cooperation to which I attach such importance. We in the Commission greatly welcome the growing influence and the growing confidence of the ETUC. We welcome, in particular, the desire of national trade union movements for the development of a Community level dialogue and to take their place in that dialogue. It is abundantly clear that the trade union movement in Europe is actively engaged in the major tasks that need to be carried through at Community level.

This positive approach is the more welcome because the economic and employment problems that currently confront Europe are challenging and complex. I need hardly remind this audience of the basic facts. They are all too well-known. Over the past four years, economic growth has been less than 3 % a year on average for the Community as a whole. At the same time, unemployment has risen over the 6 million mark. While it is true that over the last few months, there have been a few welcome signs of a reduction in the unacceptably high unemployment levels of the recent past, these signs have been confined to one or two Member States and the overall Community position remains relatively unchanged. Present trends suggest no immediate prospect of a sudden or dramatic drop in the overall figures. Indeed, with demographic factors working to enlarge the labour market every year until 1985, major and sustained efforts will be required to secure a sustained reduction in present unemployment levels. It is a sad paradox that the growth in the number of young people coming onto the labour market, which, in a period of higher economic growth would be regarded as an economic strength, should now only serve to weaken the employment outlook.

If we look further ahead beyond the present figures, the prospects remain difficult and intractable. Few economists would at present envisage growth rates in the Community of more than 3 1/2% to 4 % a year on average over the next couple of years. Yet we know that we would need growth of something closer to 4 1/2 % or 5 % to make any serious inroads into the present unemployment figures. That represents a sombre and difficult background against which to plan and work for the future. In these circumstances I believe that the Community must base its policy on two clear ideas. First, we must ensure that all necessary steps are taken to achieve a substantial improvement in the employment situation. That must be our starting point, our strategy, and our objective. Second, we must increase our efforts to achieve greater coherence within the Community in terms of policy and in terms of action both between Member States' governments and between them and the representatives of the two sides of industry.

A strategy with these objectives requires that we should continue to make progress on a number of broad policy fronts on which we are already embarked. I would like in the next few minutes to touch briefly on four such areas, all directly relevant to the fight against unemployment.

First, and in my view fundamental to our future success, we must sustain and develop the European monetary system, so recently put into place following the European Council in Paris last March. The potential for good within the Community of a properly managed monetary system is, in my view, overwhelming. It will need to be properly developed and nurtured. If it is to make the impact on our deep-rooted economic problems which I believe it can and which it is imperative that it should, it is essential that continuing thought, new efforts and new policies should be available to underpin and sustain what we have created. What we are seeking to achieve through this move towards a new zone of monetary stability is a better chance to achieve a more efficient and developed rationalisation of industry than is now possible; a better chance to achieve a new era of price stability in Europe and to make a decisive break with chronic inflationary disorders; a better chance to tackle the major structural problems which have combined with past monetary fluctuations to bring our present levels of unemployment; a better chance to stimulate

investment and to create the essential conditions for a new, powerful and sustained groundswell of demand enhancing our capacity for creating new wealth, new jobs, and new industry. EMS has, in brief, the potential to change the prevailing economic climate. What is absolutely certain is that no country acting on its own has that potential, has any set of instruments to influence the broader economic context in which the problem of unemployment is now so deeply embedded.

Second, our aim must be to increase the rate of economic growth. This means the creation of more stable and expanding markets and the development of more positive economic policies especially for investment. The rate of investment is still far too low to sustain the number of new jobs we need. Both public and private investment need to be sharply increased but on a selective basis with a particular emphasis on their employment generating effect. This is a policy that the Commission has long been advocating and with some success. We shall continue to press this with the heads of government at next month's meeting of the European Council in Strasbourg.

Third, we need to accelerate our efforts to restructure and adapt our old, declining industries. The decisions that are needed are not easy. I recognise that. It is hard and carries no pleasure to see an industry, often a region, in decline - old skills, once valued, now unsought; old plant, once productive, now derelict; old public buildings, schools, once the centre of the community, now no longer needed. We have to seek ways of putting new jobs, new skills, and new industry in the place of those which are disappearing. Here you will already know of the policies in operation in the European Coal and Steel Community, our proposals for developing those policies further, and of our work in other industrial sectors. I believe that changes of thinking will be needed if we are to tackle these very complex tasks. We must, for example, stop thinking of new jobs only as industrial jobs. The fact is that in the last 20 years the real net growth of jobs in Europe has been in the services sector. It is perhaps time we recognised that a service sector job, whether public or private, can be just as worthwhile and just as valuable economically as a job in manufacturing industry.

Before I leave this important question, I think that it is right to emphasise one further point. The process that has led to a number of our traditional industries to a point where they can no longer compete effectively with those of newly industrialised countries is not new and although the pace of change may have accelerated over recent years, I do not think it is realistic to believe that it can be halted or reversed. I firmly believe that protection is neither a practical nor a beneficial policy for the Community in the long-term. Our aim has to be a balance - a balance between the short-term measures needed to get industries in the greatest need back on their feet and longer-term measures for the restructuring of those industries and the creating of new jobs and new opportunities.

Fourth, we need to examine social and employment measures to deal with the realities of the present unemployment. As you know, we have been looking at the possible role which might be played by worksharing measures - a matter which was discussed yesterday by both the Economics and Employment and Social Affairs Ministers. I need hardly say that work sharing is a difficult and complex issue, particularly when viewed from a Community level. The full implications, particularly on the economic side, are difficult to assess and still remain unclear. What is clear, however, is that we need to have strict criteria by which to judge the effectiveness of the various measures suggested. In our view, it is essential to know of any measure, how far it can help improve the unemployment situation, how far it can contribute to improving working conditions, and how far it can create additional job opportunities. Equally, we must be able to establish for all measures what they cost, what would be the cost of not doing them and, who pays? Hard choices are unavoidable. On our analysis so far, it is clear that an effective work sharing policy designed to improve employment prospects by a reduction in working hours would have to be paid for either in terms of increased productivity or, at least in part, by a moderation in the rate of growth of real incomes.

It is essential that the work-sharing issues should be discussed and planned within the Community framework. National initiatives are, of course, already underway in some Member States and will continue. But I think that it is important that, rather than seeing a series of uncoordinated measures, perhaps pulling in different directions, we

should look for a more controlled progression, overseen from Community level. We are not seeking uniformity of development within each Member State. What we would hope for, on the other hand, is an overall framework in order to channel national trends and to ensure that the results achieved by national negotiations, whilst meeting particular national needs and circumstances, are compatible at a Community level. Your views in the ETUC on our suggestions for framework agreements and on the possibilities of establishing consultation machinery between the two sides of industry on these questions at Community level would be particularly valuable.

These then are the four essential elements of a Community strategy to deal with unemployment: monetary stability; increased economic growth; an acceleration of the process of industrial restructuring and adaptation; and further consideration of the appropriate supporting role for work-sharing and other social measures. In the past three years we have been working to develop the machinery and instruments necessary to give effect to this strategy at a Community level. In this we recognise that the involvement of the social partners through the Tripartite Conference and the Standing Employment Committee is an essential part of the process. As Conference will know, the Commission is at present discussing with the Council new procedures designed to strengthen that involvement. I believe that in the past the Commission has proved itself attentive to the views and wishes as expressed to us by both sides of industry. Indeed, our present emphasis and priorities are heavily slanted towards social and employment issues. I need only recall that at present the Commission has no less than four major documents before the Council - on social policy for steel, on relations with the two sides of industry, on qualitative mis-match in the labour market and on work-sharing. I hope you for your part will continue to offer your support for all the elements in the strategy which I have outlined today, a strategy which I believe to be essential if we are to achieve fuller employment and increased prosperity in the Community.

The Community is at present passing through a period of intense economic change. We are faced with a major shift in the international division of labour; we are faced with a basic change in the age structure of our population. We are already tackling the

consequences of many of these changes. Steps are being taken to help young people into jobs, to ensure equality of opportunity for women in employment; we are restructuring some of our basic industries; and, as I have explained, we are actively investigating the possibilities of sharing work more equitably. We are also looking at employment assessment measures designed to indicate the likely effects of different measures in creating new jobs. At the same time, however, we need to press forward with positive policies to meet new demands both from within the Community and outside. We are an economic unit as large as the United States and at the forefront of world technological developments. We need to look forward in order to foresee what new changes we will need to make so that we can continue the improvements in our living standards that we have known during the life of the Community.

In my view the European trade unions have a role of fundamental importance in encouraging and assisting in this process of change. It is in the trade union movement's own interest to develop support in new areas of employment growth and amongst newer and perhaps sometimes marginal groups in the labour market. I recognise the lead which you are showing in this respect and I am confident that the European trade union movement will continue to sustain a major role in the development of the European Community into the 1980s.

ADDRESS BY MR ROBERT BOULIN, PRESIDENT IN OFFICE OF THE COUNCIL
(LABOUR AND SOCIAL AFFAIRS) OF THE EUROPEAN COMMUNITIES

Let me take this opportunity to thank you for inviting me here today and to say straight away that this Third Statutory Congress of the European Trade Union Confederation is an event of great significance for the President in Office of the Social Affairs Council - my presence is a mark of the Council's great interest in your work.

Though your Confederation is not confined within the boundaries of the Nine, the vast majority of its membership does come from Community countries. Furthermore, the Community institutions recognize the importance of your organization and offer scope for the extension of its influence.

In this connection, may I be the first to pay tribute from this platform to the devotion and efficiency of your President, Mr Oskar Vetter, whose efforts have strengthened the unity of the ETUC and hence increased the weight accorded to its opinions.

Harmonization is not, of course, the same as standardization and individually both can and must be maintained within the Community. But I must agree with the sentiments expressed recently in France by your President when he welcomed the trend away from petty nationalism and towards greater solidarity between the peoples of Europe. Your Congress is living proof of this trend: the number of participants, the high quality of the preparatory work and the wide range of subjects on the agenda all bear witness to the vitality of your organisation and the degree of unity amongst the unions of Europe.

All the unions currently represented in your organization have this in common - that they are committed to supporting the principle of pluralist democracy and promoting social progress through the negotiation of agreements - not, of course, that this excludes industrial action as a last resort!

As you are aware, I myself am firmly committed to the principle of free collective bargaining and consultation.

As I see it, this key principle of our time derives from the more general concept of participation, the essence of which I would define, disregarding superficial differences in terminology and practices, as economic democracy. I am pleased to note that the latter is one of the topics which you will be discussing.

As regards consultation at Community level, we have to ask ourselves: Is this a propitious moment, given in particular that the Community institutions have just recently acquired a popular base thanks to the direct election of the Parliament, to take a further step forward in the dialogue between the two sides of industry at European level? You do, of course, already participate - very effectively, I may say - in the work of many committees and working parties - notably those dealing with freedom of movement and the management of the Social Fund.

Substantial progress has been achieved at tripartite meetings: the Standing Committee on Employment in particular played an important role in the process of devising the new Community aid for the recruitment of young people.

There is no denying, however, that the last tripartite conference was a disappointment to you.

I have myself stated that there is considerable room for improvement in the procedures for these consultations and asked the Commission to put proposals to the Council with this in mind.

The Social Affairs Council will be discussing this question tomorrow morning on the basis of a communication from the Commission and I have every hope that substantial progress will be achieved towards meeting your wishes, thanks to the efforts of all parties.

For my own part, I would like to stress the importance I attach to direct dialogue between the two sides of industry prior to tripartite consultations. For there to be genuine negotiation at the latter, the areas of agreement/disagreement between employers and unions must be clear from the outset. There should be scope for joint consultations to this end at European level, both for the economy as a whole and within individual sectors or industries. It is my desire to encourage such consultations and facilitate their success. I have already told the employers' representatives that it is only thus, by recognizing the role and importance of the responsible workers' organizations, that we can hope to add a new dimension to social policy in the Community.

One of the major subjects for negotiation, and certainly the most topical, is the question of working time.

It is in my view preferable to talk of "the reorganization of working time" rather than "work-sharing". The latter is decidedly pessimistic - it amounts to saying "unemployment-sharing" and disregards the fact that, historically speaking, the trend is unquestionably towards shorter working time linked with a steadily improving quality of life for workers. Should not progress achieved in this field be irreversible, even in a situation of full employment?

Ultimately, however, the terminology is relatively unimportant - the crucial question is whether substantial progress can be made at European level as regards the reorganization of working time. I would like to stress, to begin with, that a European approach is not merely desirable. International competition and cost factors, in short the economic implications of reducing working time, make it essential that the Member States' approach to this question should be harmonized - though not necessarily uniform. I cannot of course predict the outcome of the Council meeting on 15 May, but you know that this is an important and delicate subject which the Heads of State and Government discussed in March and will be considering again on the basis of a Commission study. They have already indicated that they would be in favour of action along two of the lines suggested - disincentives to overtime and schemes combining training with work experience.

Can we go further? I hope and believe so - like Chancellor Schmidt, I am convinced that we must ultimately make substantial progress as regards reducing working time.

Given the severe employment problems facing all our countries, nobody can seriously suggest any measure as a miracle solution, though some misguided people have attempted to do so.

On the contrary, diversified employment promotion policies are the only positive answer and I am very pleased that your organization should attach such importance to this approach.

The modern industrial world is facing a challenge of an entirely new character - the challenge of constantly rising costs and raw material prices.

The traditional Keynesian methods of bringing about a revival are consequently outmoded.

The extent of the problem is such that a fundamental restructuring of our economies is required and new solutions need to be devised which will promote both quantitative and qualitative improvement in the employment situation.

I see this as necessary if we are to escape the old dilemma of "man against machine" which, put crudely, says that we have only two choices:

- either to opt for the constant pursuit of increased productivity, thereby reducing costs through innovations and faster work rates, but also unfortunately reducing manpower requirements;
- or to opt for low productivity, thereby ostensibly preserving jobs, but unfortunately at the price of increased costs, reduced competitiveness, inflation, underemployment and ultimately unemployment.

This dilemma too is in my belief no longer real. A solution can be found which will reconcile employment and productivity. The answer lies in the qualitative improvement of employment - better working conditions and the reorganization of working time in ways which will affect neither the competitiveness nor the productivity of undertakings.

Adjustments in patterns of working hours, a shorter working week (with priority for workers in arduous jobs), the gradual introduction of compensatory time off for overtime, improved leisure facilities, etc. - all these will help. Absenteeism is bound to be reduced and output and the quality of the work improved if, in addition to maintaining adequate health and safety conditions, firms ensure that patterns of working time/work rates are adjusted and working conditions improved so as to offer their workers full scope for self-development.

If this result is to be achieved, however, we will need to be both patient and flexible in our approach.

Should we give way to the temptation of forgetting the constraints and imagining the process to be simple, we will inevitably achieve exactly the opposite of the desired effect.

Our industries will be weakened, unemployment will increase and the unfounded hopes of the workers will be disappointed - a situation which we cannot allow to occur.

The road is thus a dangerous one, but the stakes are high enough to make the risks worthwhile.

Negotiations should therefore be commenced, not according to any standard pattern, but at industry level, within individual undertakings and at shop level, as appropriate, which will lead to the conclusion of specific, positive agreements introducing measures along the lines described without creating distortions within the Community.

Such is the way we must follow - one which demands a lasting commitment.

The need for action is urgent.

This matter is on the agenda for the Council meeting tomorrow. I have every hope that we will be able to lay down the principles for Community action involving the two sides of industry closely.

Though the reorganization of working time is one of the most important and topical questions, we need to take action on a number of fronts if we are to combat unemployment effectively. I am aware of the importance attached by your organization to the creation of the European Monetary System, which is vital for a reasonably uniform revival of economic growth. You have realized that the productive apparatus of our economies needs to be brought into line with the changed realities of world economic trends.

Whilst recognizing the need for improvements on the economic front, you have also called for action on the social front specifically designed to attack the underlying structural causes of unemployment amongst young people and women in particular - inadequate vocational training, mobility problems, the unattractiveness of certain types of jobs for those seeking work, insufficient information regarding vacancies, etc. It should be possible to reach negotiated conclusions regarding the problem of unemployment resulting from mismatch between supply and demand at the next meeting of the Standing Committee on Employment. It is my hope that this meeting will provide an exemplary demonstration of all parties' will to negotiate.

Harmonization within the Community, negotiation, solidarity - these then are three keys to alleviating the effects of the crisis and re-establishing full employment. I am certain that the current economic difficulties will not halt social progress. On the contrary, indeed, the crisis must be taken as an opportunity for new initiatives in this field, as was the case in the United States, where the New Deal brought a number of new departures in social policy. This congress can help by demonstrating your organization's strength, unity and determination to see that the social problems of Europe are dealt with effectively.

Success is, I am convinced, there to be grasped provided all parties unite in their efforts.

OTHER SPEECHES AT THE OPENING OF THE CONGRESS

Mr. E. Colombo, President of the European Parliament

The President of the European Parliament expressed the hope that the European elections would give a new impetus to Community integration. He told of his concern at the rise in unemployment amongst young people, who accounted for 37 % of the total unemployed, whilst only amounting to 17 % of the working population. There was no reason to believe that these figures might drop in the near future.

Mr. H. Bakke, President of the Council of Ministers of the EFTA

The President also stressed this problem of unemployment amongst young people. At the end of his address he stated that above and beyond the waste involved in terms of human resources, the political and social implications of unemployment amongst young people should be of concern to everyone, since there was a danger that these young people might reject a society which was unable to give them the opportunity to display their talents and creative power.

Mr. O. Kersten, Secretary General of the International Confederation of Free Trade Unions (ICFTU).

Mr. Kersten stressed the need to create new jobs and, consequently, to create a new world economic order in which the trade union movement should be able to play an international role.

Mr. J. Kulakowski, Secretary General of the World Trade Union Confederation

Mr. Kulakowski hoped that the ETUC would decide on a trade union approach rather than one of representation. He put the European trade unions on their guard against the trap of "Eurocentralism".

Mr. Kahn-Ackerman, Secretary General of the Council of Europe

The Secretary General of the Council of Europe stressed that it was the task of the trade unions was to help solve the present unemployment problem.

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Introductory address by Mr. H.O. Vetter: "Changing individual powerlessness into a trade union counterforce"

When he officially opened the Munich Congress the out-going President of the ETUC, Mr. Heinz Oskar Vetter (DGB) expressed his regret at the absence from the Congress of the Secretary General of the Tunisian General Workers' Union (UGTT), Habib Achour, who had been prevented from attending the Congress by the Tunisian authorities.

Mr. H.O. Vetter then turned, for the main body of his speech, to the dangers of unplanned rationalization measures imposed upon the working world on the pretext of " a policy of strict reorganization". These measures, which have been applied in most European countries, place the burden of the social consequences of these measures on workers and their families and drive the various national social insurance schemes to the very limits of their capacities. Mr. H.O. Vetter continued by saying that these rationalization measures deprived hundreds and thousands of young persons of any job prospects and reduced hundreds of thousands of women to "a pool of reserve labour which moving backwards and forwards, depending on the needs of the economy, between their kitchens and the production system".

The out-going President of the ETUC spelt out his support for increased trade union political influence and participation at European level. Our task in Europe could not be restricted to negotiations and declarations within the framework of existing institutions. It was much more important for us to transform, consciously, and quite independently, the relative powerlessness of individual workers in our countries into a trade union counter-force. At the present time we were in an economic and social situation which forced us to give a vigorous boost to the trade union struggle in Europe.

PROGRESS REPORT FOR THE LAST THREE YEARS AND ETUC MANIFESTO PRESENTED BY MR. M. HINTERSCHIED, GENERAL SECRETARY OF THE ETUC

After the Congress had adopted the progress report for the three years which had passed since the previous statutory congress in London in 1976, the General Secretary of the ETUC, Mathias Hinterscheid, outlined the future action programme. Its chief proposals covered the organization of full employment, the reduction of working hours, the protection and promotion of the standard of living, the democratization of the economy, an improvement in working conditions, reforms of agricultural policies, a general energy policy, more effective regional policies, an end to discrimination between male and female workers, consumer interests, an improvement in the quality of life, the need for a new international economic and social order.

An increase in trade union influence

In order to implement all the measures adopted in Munich, the ETUC decided to strengthen and extend the influence of the trade unions and the means of action available to them, "including strikes". The resolution adopted on this matter states very clearly that the ETUC is going to:

- organize and coordinate protest movements and conflict, including strikes, with its members in order to modify Government and employers' policy at both national and European level.
- seek out the most suitable means to enable all its members to take more direct part in coordinated activities geared towards common objectives, and, in particular, an immediate reduction in working hours, for example, by organizing further "action days".

- endeavour to develop and make more effective ETUC contacts and take action with European institutions (EEC, EFTA, Council of Europe), Government and employers' organizations and negotiate outline agreements stipulating the objectives to be achieved.
- continue to promote the setting up of trade union committees and work closely with them and, if action has to be taken outside Europe, with international and democratic trade union organizations.
- carry out, in the very near future, a review of the internal procedures of the ETUC so that this action programme can be implemented as effectively as possible.

REDUCTION IN WORKING TIME

The most dynamic aspect of the entire action programme adopted was, undoubtedly, the discussion on the reduction in working hours, not the actual principle of the reduction, but the means of implementing it.

The ETUC had already stressed, in London, that the reduction in working hours would enable jobs to be vacated and consequently the volume of work available to be redistributed amongst a greater number of workers, thereby reabsorbing the maximum possible amount of unemployment.

The discussion highlighted differences of opinions concerning the methods to be used, with those who defended the need to achieve a reduction of the working week to 35 hours as a "priority" in opposition to those who argued in favour of a combination of methods taking into account national peculiarities.

This discussion also highlighted the difference between the present situations within the Community of Nine and within the European Free Trade Association.

The resolution adopted takes into account the concern expressed. It advocates a 10 % reduction in working hours with no loss of pay, either on an annual basis or by a combination of various means - a 35-hour working week, six weeks' paid leave and full retirement at 60. But it also stipulates that the ETUC will lend its support on specific issues such as the introduction of a fifth shift for continuous shift work at discussions which will take place within the framework of the European Communities.

AN INSULTING CONGRESS

The specialized nature of relations between the trade unions of the EEC and the latter was referred to at the Munich Congress, and received the support of all ETUC members present. Having learnt of the attitude adopted by the Council of Ministers for Social Affairs of the EEC in referring the question of a reduction in working hours back to the Commission for a more detailed study, the ETUC Congress unanimously spoke of "results which were an insult to workers".

The ETUC Congress "resolutely denounced this negative attitude on the part of the Council of Ministers and instructed the executive committee of the ETUC to organize action by the workers of Europe to compel the Council of Ministers to modify its position".

The first action occurred at the meeting of the Standing Committee on Employment of 22 May 1979.

GENERAL ENERGY POLICY

Another salient aspect of the European economy is energy policy. At the request of the FGTB (Belgium) and the FNV (Netherlands), the Congress adopted a detailed resolution to supplement the 1976 one on energy policy.

It stipulates that a general energy policy should be discussed under the aegis of the European institutions, between Governments, employers and workers.

The Resolution also specifies that it is necessary to pinpoint both energy saving and alternative sources of energy which should be developed to a greater extent. Energy policy should, in addition, also deal with factors connected with supplies and cost as well as those concerning safety and the quality of life. All these factors should be coordinated at European level.

Social security

Lastly, it should be pointed out that in view of the possible effects of the economic crisis on present levels of social protection, which might endanger the financial equilibrium of social security systems, the Congress recommended the setting up of an ETUC "Committee on Social Security".

This Committee would promote "the measures necessary for better cooperation between the trade union organizations" in order to maintain and develop social security.

Mr. Wim Kok: Towards social renewal in Europe

Once it had adopted its action programme, the Congress still had to choose a new president to replace Mr. H.O. Vetter, the retiring President.

The President of the FNV (Netherlands), Mr. Wim Kok (40) was elected to this post.

In his closing address to the Congress Mr. Wim Kok dealt with the subject of the growth of trade union influence in Europe.

"The ETUC is always ready to negotiate," said Mr. Wim Kok, "but not at any price. We are ready to consider together an improvement in the structure of negotiations with the Commission and the Governments as well as with the employers. We wish to begin discussions with the latter and conclude framework agreements with them which should, of

course, be supplemented and worked out in further detail at national level and at undertaking level.

The European Commission can play an important part, in this connection, in taking initiatives and providing guarantees.

And what if we should meet with a wall of opposition from the employers and political leaders?

That would be the limit! Then we shall have to show what we are made of!"

The President of the ETUC then referred to causes for concern expressed several times during the Congress and said that such desire to act "will require trade union machinery which runs smoothly, which can call industrial action, organize demonstrations and mobilize public opinion, just as national organizations do. And it must do all this in such a way that workers throughout Europe feel involved".

In conclusion the new President of the ETUC said that Europe will have to show the workers of Europe that it is an instrument for social innovation and economic recovery and a stronghold of democracy.

A N N E X I

GENERAL RESOLUTION - Adopted by the 3rd Statutory Congress of the ETUC (Munich, 18 May)

In these difficult times - when all working people are affected by the crisis - the ETUC has observed that in many European countries a strong movement of militant trade union action is developing, not only to defend the employment and spending power of working people, but primarily to impose a new economic policy on governments and employers which guarantees the right to work and rejects any impairment of the acquired social assets and trade union rights which it has been a hard battle to obtain.

On the basis of the Programme of Action adopted by Congress, the ETUC's priorities during the next three years will be as follows:

1. Full employment planning

The right to a secure and freely chosen job which guarantees individual development and which ensures full participation in social and political life is a basic human right. The ETUC will therefore continue to press governments, employers and European institutions to make full employment the prime aim of economic policy and to discuss regularly with the trade union movement overall plans and programmes utilizing selective and general measures and investment directives in order:

- to create jobs in all sectors of the economy, in both public and private and production and service sectors;
- to ensure that the overall level of demand is kept at levels compatible with fighting unemployment in order to achieve full employment;
- to strengthen employment policies with a view to increasing the number of skilled jobs available and improving job prospects;
- to ensure that selective industrial and regional policies are also developed at the national and European levels;
- to ensure that those for whom society does not provide work at least receive economic compensation enabling them to maintain a reasonable standard of living.

Congress recommends that the Executive Committee establish a Standing Committee on economic questions to prepare the ETUC's own contribution to full employment planning.

2. The reduction of working time

The ETUC will seek to utilize one or a mixture of the following means to achieve in the near future a 10% reduction in working time without loss of pay:

- reducing the working week to 35 hours;
- extending annual holidays to 6 weeks;
- giving workers the right to a full pension at 60 years of age;
- raising the school leaving age to 16 years and extending the right to time off for vocational training and further education.

On specific questions, such as the introduction of a fifth shift for workers on continuous shifts, the ETUC will seek to ensure that they are put into effect during discussions it will hold within the Community.

3. The defence and promotion of living standards

The European trade union movement will resist attacks on the wages, salaries and social security entitlements of working people, and will seek to ensure that living standards, particularly of the low paid, are promoted and that a fairer distribution of income and wealth is achieved.

The ETUC rejects anti-inflationary policies based on a general restriction of wages.

4. Democratization of the economy

The ETUC will seek to ensure that workers and their representatives at plant level have a decisive influence at all levels of economic life, i.e. also in all undertakings, and are able to participate in the definition of objectives and in controlling the achievement of those objectives.

All undertakings, both national and multinational, must be responsible before the society in which they operate and also before the workers who work for them.

The ETUC will cooperate closely with other democratic trade union organizations to have binding rules of conduct governing multinational undertakings introduced.

The ETUC recognizes that the means of achieving democratization of the economy vary from one country to another. The ETUC will support its affiliated organizations in their efforts to develop and improve the methods of democratizing the economy which have been developed in their countries.

5. The improvement of working conditions

The ETUC insists that working people should have the right to employment which permits individual and collective development and stimulates creativity.

It will take action to promote:

- the abolition of forms of work organization which degrade men and women to the level of mere automatons and impair their physical or mental health;
- the utilization of technological advancement to improve working conditions;
- procedures to prevent industrial hazards.

The ETUC insists that the determination of working conditions and changes in those conditions is the province of working men and women and their trade union organizations, which must be able to intervene effectively in this field.

6. The reform of agricultural policies

Agricultural policy should be reformed and adapted in such a way as to benefit workers, producers and consumers. To this effect, the ETUC once again urgently requests the Community to convene a conference on the reform of the Common Agricultural Policy with a view to the formulation of a common food policy.

Full account must be taken of:

- the right of farm workers to the improvement of their conditions of employment and income, and of the fact that they are organized at European level;
- the right of working people in general to have, as consumers, good quality food at reasonable prices and, as taxpayers, not to have to bear the cost of wasteful policies;
- the need to promote employment in rural areas and to achieve a better regional balance.

It is therefore necessary to integrate agricultural policies into social and regional policies, to change policies on farm prices, and to improve policies on agricultural structures. The Community's Common Agricultural Policy in particular should be reformed and adapted to benefit workers, farmers and consumers.

7. A comprehensive energy policy

The ETUC demands that an energy policy be developed for the short, medium and long term.

The ETUC considers it to be absolutely essential that energy policy covers not only the supply and cost aspects, but also safety aspects and implications for the quality of life, and that this policy be coordinated at European level. It is necessary to lay emphasis on economization and alternative sources of energy, which should be developed to a greater extent.

Government, employers and workers should debate this general policy together under the auspices of the European institutions.

8. More effective regional policies

The ETUC is emphatically of the opinion that it is high time that more concrete policies were imposed throughout Europe which really help to eliminate the considerable disparities which still exist between the regions of Europe.

The ETUC will make the following demands in the European Community in particular:

- considerable increase in the resources of the European Regional Development Fund;
- more effective coordination of the activities of all the financial instruments of the Community and concentration on the weakest regions;
- the extension of such coordinated aid to regions experiencing structural problems;
- more direct participation of workers and their trade unions in this policy, e.g. on the Regional Policy Committee and on the Administrative Board of the European Investment Bank.

9. An end to discrimination

The ETUC will carry out action programmes with the aim of ensuring equal rights for all working men and women in our society. In particular, it will oppose any action which calls into question women's right to work, and it will work for equal treatment for men and women.

The ETUC will work to ensure that young people are not condemned to inactivity or to accepting jobs which are of a lower grade than their education or vocational training.

It will take action to ensure that migrant workers do not have to bear the brunt of the crisis as the victims of mass dismissals, and that they are granted rights and guarantees which are equivalent to those enjoyed by national workers. This also involves the right to vote in the local political elections of the host country after five years of residence.

The ETUC will also demand equal rights for the handicapped.

10. A fair deal for consumers

To defend the interests of consumers, the ETUC will press for the protection of purchasing power, the introduction of price surveillance systems, improved legal protection against harmful or substandard products, the improvement of the quality of products and services and of the durability of goods, the banning of dangerous products, the provision of better information, the control of misleading advertising, and the reform of distribution and production structures through democratic planning.

11. Improving the quality of life

The quality of life of working people and their families should be promoted through:

- reducing pollution and preserving scarce resources;
- improving housing, health, education, town and country planning and transport services and communal facilities;
- developing leisure facilities;
- ensuring generally that industrial and economic policy is orientated in accordance with priority social needs.

12. A new international economic and social order

The ETUC will work with other democratic international trade union organizations to promote peace and the respect of human and trade union rights throughout the world. Amongst other measures, the substance of the Helsinki Agreements should be developed in the three directions defined in those agreements and in the spirit of détente.

The ETUC wholeheartedly welcomes the restoration of political democracy in Greece, Spain and Portugal and supports the accession of these countries to the European Community. The ETUC will take action to ensure that their accession will help to improve the situation in the social field and the industrial relations set-up in those countries. The ETUC demands, however, that the Governments of applicant countries make provision for the participation of the two sides of industry in the accession negotiations, failing which the legitimate interests of the workers of those countries will not be taken into account.

The ETUC will make efforts at both national and European level to ensure that a policy of cooperation is implemented to promote the independent economic and social development of developing countries.

On the basis of the positions adopted by Congress and the Executive Committee, the ETUC will press for a new Lomé Convention based upon more equal relationships between the European Community and the ACP States (Africa-Caribbean-Pacific). In particular, the Convention should:

- promote the respect of human and trade union rights;
- involve trade unions in both Community and ACP States in the operation of the Convention;
- provide more aid for the ACP States;
- promote a type of trade liberalization which benefits workers and the peoples in both groups of countries and not just big companies or power elites.

13. Extension of trade union influence and means of action

In order to achieve these objectives, the ETUC will:

- organize and coordinate trade union militant action and pressure, including strike movements, with its affiliated organizations to change government and employer policies at both national and European level;
- seek the most suitable ways and means of involving all members more directly in convergent action to achieve common goals in particular, and without delay, on the means of reducing working time, for example by organizing new action days;
- seek to develop ETUC contacts and to increase their efficacy, make representations to the European institutions (European Communities, EFTA, Council of Europe), governments and employers, and negotiate outline agreements laying down the objectives to be achieved;
- continue to promote the establishment of industry committees and to collaborate closely with them and, if action is to be carried out beyond European frontiers, also with the democratic international trade union organizations;
- reconsider the internal structures of the ETUC without delay to ensure that this action programme is carried out as efficiently as possible.

O T H E R R E S O L U T I O N S A D O P T E D

RESOLUTION ON THE COUNCIL OF MINISTERS OF 15 MAY 1979

=====

The ETUC Congress has noted the insulting results which have emerged for workers and their trade union organizations from the Council of Ministers of Social Affairs of the European Community, which was devoted to the reorganization of working time.

Congress expected the Council of Ministers to adopt a positive attitude which would open the door to serious negotiation on the reduction of working time.

Congress observes that the conclusions of the Council of Ministers inviting the Commission to continue its studies and analyses are in fact the positions adopted by European employers.

Congress firmly denounces this negative attitude of the Council of Ministers and instructs the Executive Committee of the ETUC to organize worker action in Europe to force the Council of Ministers to change its position.

RESOLUTION ON BETTER COOPERATION IN EUROPE

=====

The ETUC has always maintained that national policies are inadequate for solving workers' problems. It has consequently supported all initiatives for improving inter-State cooperation.

It has likewise made every effort to ensure that the international institutions take charge of the real problems rather than merely establishing that they exist.

The present situation confirms that the ETUC has been right in the positions it has adopted, and it is high time that employers and political authorities responded favourably to the appeals which have repeatedly been made for better cooperation in Europe.

The ETUC Congress confirms its will to see a tripartite conference on employment held without delay for all the countries in Western Europe and launches an urgent appeal to the Committee of Ministers of the Council of Europe to fix the dates of the conference now that they have agreed on the principle. Such a conference is essential for restoring full employment, since this presupposes that the economic and employment policies of all the countries in Europe be coordinated.

In addition to such a conference, it is imperative that in the fields of

- efforts to achieve full employment
- defining objectives and economic policies
- monetary questions
- harmonizing statistics
- technology and industrial problems
- the environment
- energy and transport problems
- democratizing the economy, particularly in the field of multinational companies
- social problems, such as income guarantee, social protection, working conditions

there should be genuine cooperation between EFTA and the European Community.

To achieve this, a system must be established for consultation between the institutions which are in a position to take decisions, and this consultation must take place in the preparatory phase before the decisions are taken.

Workers' representatives must also participate in this consultation. The EFTA Council of Ministers is to meet in Bodö in a few days' time. The ETUC Congress requests the political leaders of that institution to seriously examine the proposals set out above in accordance with the statement issued by the Summit in Vienna.

The ETUC Congress also urges the Commission of the European Community to persevere in its approach so that this cooperation with EFTA can take on concrete form without delay.

RESOLUTION ON THE EUROPEAN PARLIAMENTARY ELECTIONS

=====

The Congress of the ETUC, which is meeting in Munich immediately before the election of the European Parliament by universal suffrage, formally appeals to the workers of the 9 countries of the European Community to go to the poll en masse.

This is the first time that the populations of different countries will be voting for members of the European Parliament at the same time.

The ETUC has published a programme of demands with regard to these elections, which has been circulated in the countries of the Community. This programme proposes solutions for improving the condition of working people in Europe. It is thus of tremendous importance for workers that the peoples' representatives who are members of that Parliament take charge of and defend the legitimate claims of the working class.

RESOLUTION ON THE COUNCIL OF EUROPE

=====

The Congress of the European Trade Union Confederation, meeting in Munich,

- demands that the organizations representing workers and employers be given special status granting them the right to participate automatically in the work of the intergovernmental committees which deal with essential problems concerning workers;
- considers the establishment of a tripartite advisory committee as proposed in Recommendation 806 of the Parliamentary Assembly to be an important means of extending the European workers' and employers' organizations' participation in the work of the Council of Europe.
- proposes that on all the committees which deal with essential problems affecting workpeople the workers' and employers' organizations be given forthwith the same status as that which they enjoy on the Governmental Committee on the European Social Charter, until the issue is finally settled.

With regard to the Social Charter, this Congress demands

- that a procedure be established for revising articles which are already outdated,
- that the workers' and employers' organizations be involved more closely in control machinery and that final decisions no longer be exclusively the responsibility of the representatives of the Governments, which have both to apply the provisions of the Charter and to monitor their own activities,
- that persons and groups of persons to whom the provisions of the Charter are not applied in countries which have ratified the Charter be given the possibility of taking legal action.

RESOLUTION ON THE STOCKHOLM CONVENTION

=====

The Congress of the European Trade Union Confederation meeting in Munich from 14th to 17th May 1979.

- taking as a basis Article 2 of the Stockholm Convention establishing the European Free Trade Association, which stipulates that that Association must:
 - a) "promote in the Area of the Association and in each Member State a sustained expansion of economic activity, full employment, increased productivity and the rational use of resources, financial stability and continuous improvement in living standards",
- supports the demands of the trade union organizations represented on the EFTA Advisory Committee that the decisions taken by that institution should comply with all the objectives laid down in the Stockholm Convention.
- requests the EFTA Council of Ministers to take whatever steps are required for the restoration of full employment through coordinated economic and social policies.

RESOLUTION ON SOCIAL SECURITY

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The increase and stabilization of unemployment is a problem which is liable to jeopardize the economic and social order in Europe.

The effects of the economic crisis on social security are also likely to call in question the current levels of social protection and to present a serious threat to the financial equilibrium of the social security systems.

At a time when worker mobility is an essential precondition for progress, more and more obstacles to real social guarantees are emerging.

It is inadmissible to design a social security system which is purely the result of calculations of profitability and a system of assistance. On the contrary, a social security system must be an instrument of security when the need arises and an instrument of solidarity for those who no longer or do not yet take an active part in working life. This demand for solidarity is the objective of our action.

The representatives of the trade union organizations consider it essential that the Social Budget of the European Communities and the instruments which operate within EFTA really be able to help to provide social policy with the means of analysis and means of action which are necessary for improving the working conditions and health care of working people.

This Congress therefore recommends that the Executive Committee set up a Committee on Social Security, which will operate in collaboration with the other ETUC committees and will develop the necessary action for improving cooperation amongst trade union organizations on the progressive achievements of a more dynamic social policy and on the development of social security.

RESOLUTION OF THE ETUC CONGRESS

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The ETUC Congress, which met in Munich from 14 to 18 May 1979,

considers the ETUC Action Programme for the 1979-1982 period to be an important contribution towards joint trade union action to improve the status of workpeople in society, raise their living standards and improve their working conditions;

observes that the importance of a good general and vocational education for everyone, and in particular for young people, women and migrant workers, is rightly pointed out in the action Programme;

is of the opinion that the ETUC should stand up for the material and other rights of working people and the members of their families and consequently step up its efforts in the field of education policy in order to achieve the objectives set out in the Action Programme;

considers that a common education policy is a necessary point of departure for greater solidarity in all fields;

is convinced that a broader and more open-minded education policy which is geared to the common problems of the day will back up the trade union representatives in their work on all advisory and decision-making bodies on which they represent the interests of workpeople;

consequently instructs the Executive Committee to begin work on drafting an ETUC programme on education policy by 1980 at the latest and on working out proposals for a trade union strategy for implementing such a programme;

appeals urgently to all the affiliated trade union confederations to take an active part in the preparation and implementation of that education programme.

RESOLUTION ON THE DECONTAMINATION OF THE RHINE
=====

At the 1976 Congress of the ETUC in London a joint statement of the trade union organizations of the countries bordering on the Rhine was adopted. The purpose of that statement was to coordinate the steps taken by the national trade union organizations in approaching their Governments to urge them to put an end to the pollution of the Rhine. It was decided at the same time that action in this field would be coordinated within the ETUC.

In 1976, a treaty on the discharge of salt was concluded at international level, but this treaty has never been applied since it has not been ratified by the signatory States.

Although in a number of countries bordering on the Rhine partial solutions for reducing the pollution of the river are being studied, the fact remains that taken as a whole pollution is steadily increasing.

The ETUC Congress consequently launches a new appeal to the Governments concerned to ratify the treaty on salt pollution and at the same time to decide on all the other measures which are absolutely essential for the decontamination of the Rhine.

Furthermore, Congress authorizes the ETUC Secretariat to coordinate the trade union action of the confederations in the countries concerned.

It also requests the European Community to bring all its influence to bear to finally find a solution to this major problem.

A N N E X II

THE EXECUTIVE COMMITTEE OF THE EUROPEAN TRADE UNION CONFEDERATION

President : W. KOK

Vice-Presidents : A. BERGERON
P. CARNITI
G. DEBUNNE
L. MURRAY
T. NIELSEN
W. SPIT
A. STROER
H.O. VETTER

	<u>Full Members</u>	<u>Deputy Members</u>
<u>Austria</u>		
OGB	A. STROER - VP	H. KLINGLER
<u>Belgium</u>		
FGTB	G. DEBUNNE - VP	A. DELOURME
CSC	J. HOUTHUYS	R. D'HONDT
<u>Denmark</u>		
LO	T. NIELSEN - VP	K. CHRISTENSEN
FTF	K. STALLNECHT	S.S. LARSEN
<u>Eire</u>		
ICTU	R. ROBERTS	D. LARKIN
<u>Finland</u>		
TVK	M. KINNUNEN	K.O. VIRTANEN
SAK	P. OIVIO	I.M. ERICH
<u>France</u>		
CGT-FO	A. BERGERON - VP	A. LAVAL
CFDT	E. MAIRE	J. CHEREQUE
<u>Germany</u>		
DGB	H.O. VETTER - VP	M. WEBER
	E. LODERER	A. SCHMIDT
	A. PFEIFFER	K. SCHWAB
<u>Greece</u>		
GGOL	N. PAPAGEORGIOU	Ch. KARAKITSOS
<u>Great Britain</u>		
TUC	L. MURRAY - VP	R.W. SUCKTON
	D. BASNETT	T. PARRY
	R. JACKSON	Lord ALLEN

Iceland

ASI

B. JONSSON

Gh. GARDARSSON

Italy

CGIL

L. LAMA

A. MARIANETTI

CISL

P. CARNITI - VP

E. GABAGLIO

UIL

G. BENVENUTO

L. RAVECCA

Luxembourg

CGT

R. MEIS

J. CASTEGNARO

LCGB

J. SPAUTZ

M. GLESENER

Malta

GWU

G. AGIUS

V. ESPOSITO

or

C.S. CONSIGLIO

Netherlands

NVV)

W. KOK - P

NKV)

W. SPIT - VP

P. DAMMING

CNV

A. HORDIJK

J. VANDERMEULEN

Norway

LO

T. HALVORSEN

L. HARALDSETH

Spain

UGT

N. REDONDO

M. SIMON

STV

J.M. LEUNDA

A. ECHEVERRIA

Sweden

LO

G. NILLSSON

R. MOLIN

TCO

L. BODSTROM

B. AXELSSON

Switzerland

SGB

F. LEUTHY

J. CLIVAZ

CNG

B. GRUBER

J. ETTER

SVEA

J. ETTER

A N N E X III

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A N N E X I V

B I O G R A P H I E S

The President of the ETUC:

WIM KOK

PRESIDENT OF THE FNV (NETHERLANDS TRADE UNION FEDERATION)

Wim Kok was born in Bergambacht (Zuid-Holland) on 29 September 1938. From secondary school he went on to study at the NOIB (Netherlands College of International Commerce) in Breukelen.

Following military service, he worked for nine months in commerce.

In July 1959, he became assistant to the Building Industry Union's Adviser on International Affairs.

In 1965, he was appointed Economic Adviser to the Building Industry Union after having studied economics in his spare time. He then went on to become a member of the Executive Committee.

On 28 August 1969, Mr. Kok was elected to the Executive of the FNV (Netherlands Federation of Trade Unions). He was still under 31 years of age at this point and thus one of the youngest members of the NVV Executive ever.

On 20 September 1973, Wim Kok took up the duties of President of the NVV, having been elected to this post at the Federal Assembly in April that year. He succeeded Adri de Boon, who had acted as interim President since the departure of Harry ter Heide in October 1972.

When the two main trade union federations in the Netherlands - the NVV and the NKV - merged to form the FNV, Wim Kok was elected as its first President.

He has been a member of the Executive Committee of the European Trade Union Confederation (ETUC) since it was first established in 1973.

Since October 1975, he has also been a member of the Executive Committee of the International Confederation of Free Trade Unions (ICFTU).

Wim Kok is married with three children.

MATHIAS HINTERSCHIED

GENERAL SECRETARY OF THE EUROPEAN TRADE UNION CONFEDERATION

Surname and Christian name : HINTERSCHIED Mathias

Nationality : Luxembourg

Background : born in Düdelingen on 26 January 1931 as the son of a working-class family

Marital status : married, father of three children

Education and vocational training : - primary education in Düdelingen (Lux.)
- secondary education in Luxembourg (City)
- apprenticeship as metalworker at the Arbed Works in Düdelingen and technical school in Esch/Alzette
- Ecole Supérieure du Travail

Trade : until 1958: metalworker at the Arbed works in Düdelingen.

Trade union activities and career

1946 : joined the Luxemburger Arbeiterverband (Luxembourg Workers' Union, LAV) and played an active part in the youth movement from the very beginning of his membership

1955 to 1959 : member of the Executive Board of the Düdelingen Branch of the LAV

1956 to 1958 : member of the Managing Committee of the Arbed health insurance in Düdelingen and member of the managing committee of the old-age pension and disability insurance fund.

1958 to 1963 : full-time LAV Secretary responsible for youth issues, education and propaganda

1963 to 1970 : General Secretary of the Luxembourg Confédération Générale du Travail (CGT)

1970 to 1976 : President of the Luxemburger Arbeiterverband (LAV)

- 1970 to 1976 : President of the Confédération Générale du Travail (CGT)
- since 1965 : member of the Executive Committee of the European Confederation of Free Trade Unions and later of the European Trade Union Confederation
- since 1970 : member of the Praesidium of the National Trade Union Council

Political activities

- 1947 : member of the Luxembourg Socialist Labour Party (LSAP)
- 1963 to 1968 : one of the party leaders and Vice-President of the LSAP

Various other activities

- 1966 - 1976 : member of the Economic and Social Council
- 1964 - 1970 : General Secretary of the Union Luxembourgeoise des Consommateurs (Consumer Organization - ULC)
- : member of various State Commissions: Labour Office, Price Commission, Index Commission, etc.
- : member of the board of management of various public undertakings:
 - a) cooperative printing office and daily newspaper "Tageblatt"
 - b) cooperative bank ULC (administrateur délégué: managing director)
 - c) FfG - Luxemburg Bank
 - d) Infraplan (planning and building society) (Chairman)

JON-IVAR NÄLSUND

DEPUTY GENERAL-SECRETARY OF THE ETUC

Jon-Ivar Nælsund is 36 years old and holds the position of Permanent Economic Adviser and Secretary to the Norwegian Metalworkers' Federation.

He is currently also Personal Secretary and Adviser to Per Kleppe, Minister of Finance in the Labour Government.

As such, he is one of the trade union movement's many representatives in the Norwegian Government.

From 1968 to 1970, he held the position of Secretary for International Affairs to the Norwegian Socialist Youth Movement. He then worked briefly as a journalist on the "Arbeiderbladet".

From 1970 to 1973, he taught at the "Sørmarka" College for Trade Union Affairs operated by the Norwegian LO near Oslo.

During 1973 and 1974, Mr. Nælsund headed the secretariat of the Public Committee set up to investigate and report on the balance of power within Norwegian society.

Throughout the period 1965-73, he was a member of the Norwegian Labour Party's International Affairs Committee. In addition, he was on the Management Board of the CENYC (Committee for European Youth Cooperation) in Brussels.

In addition to his native language, Jon Ivar Nælsund speaks English and German well and has a sound grounding in French.

DARIO MARIOLI

SECRETARY

Dario MARIOLI, born on 29 August 1928 in Talamona (Sondrio)
resident at Glärnischweg 37, 8603 Hegnau (Switzerland)

- languages : Italian, French, German
- October 1947 : emigrated to Switzerland as an electrician for maintenance work and employed by the firm of Scotoni Kuhn Co in Basle
- November 1948 : employed by the firm of Oehler SA in Aarau as an electrician
- August 1950 : conscription for military service in the X. CAR in Avellino, later on detachment in several regions with the Legnano battalion
- September 1951 : end of military service
- October 1951 : resumed employment with the firm of Oehler SA in Aarau as an electrician
- January 1952 : evening activities for the Metalworkers' Trade Union (FTMH) in Aarau; his tasks were to unionize foreign workers, arrange information meetings on labour agreements, and to work for the trade union newspaper "I diritti del Lavoro"
- May 1955 : technical course run by the firm of BBC in Baden
- August 1955 : employed by the firm of Sprecher Schuh in Baden
- May 1957 : full-time trade union publicity officer with the FTMH in Berne, later transferred to the Aarau and Zurich sections
- May 1958 : Metalworkers' Secretary in Aarau and responsible for the periodical "I diritti del Lavoro"; member of the Central Committee of that union and responsible at national level for publicity and the organization of cadres for foreign workers later editor of "l'avvenire dei lavoratori".
- January 1961 : employed at the UIL-ITAL to organize the trade union and social institutions of that organization.
- March 1965 : organization of cultural and recreational activities for foreign workers employed at the Migros cooperative in Switzerland, and work for the periodical "le Pont".
- October 1967 : UIL-ITAL officer responsible for coordination at European level in the fields of trade union problems and social policy.

He is still employed by that organization.

FRANCOIS STAEDLIN

SECRETARY

François STAEDLIN - born on 9 December 1928 - married - 2 children

occupation : Post Office inspector

at present : full-time trade union official

trade union responsibilities:

- secretary of the CFDT section in the département of Haut-Rhin
(Upper Rhine)
- in charge of economic problems in the Alsace region
- member of the CFDT International Committee
- former president of the CFDT Postal Workers' Union
- member of the CFDT National Bureau
- president of the Conseil professionnel PTT Eurofedop.

studies : holds the leaving certificate of a French
secondary school

languages : French, German (written and spoken), a little
English

ROBERT PETER COLDRICK

SECRETARY

Full name : Robert PETER COLDRICK

Date and place of birth : 29 December 1944
Billinge, Nr. Wigan, Lancashire

Nationality : British

Status : Single

Education

1962- 65 : London School of Economics (London University) -
Studied economics and international affairs and
received B.Sc. (Econ.)

Career:

March 1966 to : Research Department of Foreign and Commonwealth
November 1966 Office. As a temporary assistant I did research
on the following countries: India, Pakistan,
Ceylon and Nepal.

November 1966 to : Economic Department, British TUC.
February 1972 I was recruited by Mr. Len Murray who was then
head of this department. I initially worked on
EEC questions and played a small part in drafting
the TUC's 1967 Report. Thereafter I worked
variously on transport, agriculture, incomes
policy and collective bargaining and economic
questions in general. In 1969 I resumed work on
the EEC and I was responsible for drafting both
the 1970 and 1971 TUC Reports on Britain and the
EEC.

In 1970 the TUC loaned me to the British Labour
Party for 3 weeks to help during the General
Election campaign (we lost!).

Throughout my period at the TUC I taught and spoke
at the TUC training college, at weekend schools
and at evening meetings.

February 1972 : ICFTU
to date I became Secretary of the Economic and Social
Committee in 1973 and as such have responsibilities
for the general development of the ICFTU's economic
policies. Also Secretary of the Working Group on
International Trade and Monetary Questions which
was responsible for preparing the report for our
11th World Congress (Mexico, 17-25 October 1975)
on Economic Security and Social Justice.

I have been involved in preparing and sometimes
delivering speeches to intergovernmental
institutions, writing articles for publication
and preparing documents for ICFTU governing bodies.

Founding Secretary in April 1973 and current
member of British Labour Group, Brussels, whose
members support the British Labour Party.

WALTER BRAUN

SECRETARY

Place and date of birth : Schwenningen (Baden-Württemberg)
11 August 1916

Education, employment, offices held

- 1922 to 1932 : primary and intermediate education
- 1932 to 1937 : commercial employee
- 1937 to September 1947 : soldier and prisoner of war in Russia
- 1948 to 1952 : employee
- 1952 to 1957 : Secretary of a regional association of the Food Industry Trade Union
- 1957 to 1967 : responsible for the following economic questions for the Food Industry Trade Union in Hamburg:
 - . industrial and economic statistics
 - . worker participation
 - . analysis of balance sheets
 - . EEC questions
- since 1967 :
 - Secretary to the European Trade Union Secretariat
 - Secretary to the ICFTU
 - Secretary to the European Trade Union Confederation

Other activities :

- since 1958 : member of the WWI (Trade Unions Institute of Economic Studies)
- since 1962 : member of the Bureau of the EEC Group of Food, Tobacco and Catering Industry Trade Unions (Bureau des Syndicats de l'Alimentation du Tabac et de l'Industrie Hôtelière dans la CEE).
member of the Advisory Committee on Pigmeat, Fruit and Vegetables
- since 1932 : member of the SPD
- since 1948 : trade union member

Good knowledge of English and French.