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TRADE UNION INFORMATION BULLETIN

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ETUC Industry Policy

New Technology and Stress

The Internal Market

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Trade Union Information

TRADE UNION INFORMATION BULLETIN

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in the Bulletin are those
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COMMUNITIES.**

WORKERS + MACHINERY

STRESS?

A new publication from the European Foundation for the Improvement of Living and Working Conditions examines the interaction of workers and machinery and its contribution to the creation of physical and psychological stress.

The Research Report which forms the main body of the European Foundation Publication [*] was produced in 1985 by researchers in the United Kingdom, France and Italy. It forms part of the Foundations' "Stress at Work" programme and its objectives were to examine the interaction of workers and machinery to see to what extent the physical and mental requirements of workers are taken into account when machinery and systems operations are designed, and to investigate the relationship of previous research in this area to the introduction of new technology. The Report was compiled from published literature and the emphasis is on evaluating work circumstances which arise from the introduction of new technologies, but also from current technologies, to demonstrate the suitability of such circumstances in an advanced society. Thus the Report examines the design of equipment [including an assessment of the use made of ergonomics knowledge in equipment design], the implementation of the technology, the long-term and short-term health and safety effects, the requirements for qualifications and training and the process of introducing the equipment itself. One of the key findings of the Report is that although the design of new technology equipment is improving there is still a great deal of ergonomic knowledge that is not being consulted. New technology may have eliminated many old hazards, but new ones are introduced if attention is not given to the people who will have to set up, operate and maintain the new work systems. The Report also calls for the introduction of practical guidelines on mental workloads and mental stress. The researchers found that the best use of equipment is often not been made because of inadequate job design, claiming that many engineers and managers remain technologically centred rather than user centred. Trade unionists will welcome the comments of the Report on the role of trade unions in the introduction of new equipment and systems. The Report finds that it is right for workers and their trade unions to negotiate conditions of work knowing the full facts as well as they can be ascertained, so that informed decisions are made about equipment design and working practices.

In an Evaluation Report that is included with the main Report, the Trade Union Group of the European Foundation welcomes the Report and records its agreement with the general findings and conclusions. They felt that the main conclusions of the Report confirmed much of what trade unions throughout Europe had been concerned about for a number of years. The Trade Union Group, in their summary, highlighted the important features in the Report with which they agreed.

1. New technology must become people-centred in design rather than being simply technology-centred.
2. There must be full participation of workers and unions at all levels in the discussions surrounding job changes.
3. Steps must be taken to ensure that workers have more responsibility and control over their full potential and this will lead to better production and job satisfaction.

[*] "INTERACTION OF WORKERS AND MACHINERY - PHYSICAL AND PSYCHOLOGICAL STRESS"
European Foundation for the Improvement of Living and Working Conditions,
Loughlinstown House, Shankill, Co. Dublin, Ireland. 1987. ECU 8.10 BFR 350
IRL 6.20 UKL 5.80 USD 8.50.

NEWS FROM EUROPE

EMPLOYMENT

Eurostat, the European Commission's statistical service, published a gloomy forecast for employment opportunities in Europe earlier this year. Their quarterly enquiry into the plans of major industrial firms showed that the number of European industrial firms planning to reduce their workforce over the coming period increased as compared with the same period in 1986. The figures compare the number of industrialists foreseeing reductions in employment [- figures] with those seeing an expansion in employment [+ figures]. Thus a zero rating would indicate as many firms seeing expansion as contraction, a positive figure would indicate more firms forecasting expansion than contraction and a negative figure vice versa. The ratings since the fourth quarter of 1985 have been as follows:-

1985 Fourth Quarter	.....	-14
1986 First Quarter	.....	-16
Second Quarter	.....	-19
Third Quarter	.....	-20
Fourth Quarter	.....	-22
1987 First Quarter	.....	-21

The worst forecast for the first quarter of 1987 came in France [-49]. The position in West Germany deteriorated [-14], in the UK it improved [-6] whilst the most optimistic forecast was found in the Netherlands [+16].

ETUC STATEMENT ON SOCIAL FUND

At the February meeting of the Executive Committee of the European Trade Union Confederation a policy statement was adopted on the reform of the European Social Fund. In the Statement the ETUC calls for not only a substantial increase in the means of the Social Fund but also for measures to make it an instrument of positive vocational training which will help to boost investment in human resources, especially in terms of the long-term unemployed.

Commenting on the proposed changes in the Social Fund guidelines the Statement noted that since long-term unemployment is now hitting young people and adults alike, the hard and fast allocation of 75% of the

Fund's total budget to youth measures is no longer in keeping with the reality of the situation of workers as a whole. The ETUC also believes that both sides of industry should be involved to a greater extent in any further revision of the Fund. This could be achieved in the following way, believes the ETUC:-

1. By prescribing compulsory preliminary consultation at the national level.
2. By once again providing that each individual application for subsidising a project must be accompanied by a separate report on the consultations held with both sides of industry at the local and regional level.
3. By giving the organisations of both sides of industry the opportunity for adequate preparations with their members and by presenting the results of these preparations at the session of the Committee.

The ETUC statement concluded by expressing concern at the increasingly critical state of the Community's budget and called for measures to use the Community's Funds more efficiently and to extend them substantially in the course of the completion of the internal market so that that market can develop in a manner which is reconcilable with the interests of the labour world.

EC BUDGET

Whilst the European Commission, Council and Parliament were dealing with the perennial problems of the EEC's budget, Jacques Delors, President of the European Commission, announced a new plan aimed at easing the critical financial state of the Community. Details of the plan were first announced by Jacques Delors in Strasbourg in mid-February and, if adopted, the plan will radically alter the present budgetary system which is based on a proportion of the VAT income of Member States.

At the moment EEC expenditure of over 40 billion ECU is paid for in two ways. About two thirds of the total expenditure is covered by VAT income - the Fontainebleau Summit of 1984 set a maximum rate of 1.4% to be taken from each Member State's VAT receipts. The rest comes from the Community's own resources and is made up of income from customs duties and levies.

NEWS FROM EUROPE

The problem is - and has been for many years - that Community expenditure constantly outstrips such resources and this leads to the annual wrangle and financial brinkmanship which have come to characterise the budget debates of the Community.

The new Delors Plan moves away from the total dependence on the VAT formula, replacing the 1.4% ceiling with a standard 1% levy which will apply to all Member States. In addition Member States will have to provide funds to make up total contributions to a proportion of Gross National Product [GNP] - a maximum of 1.4% of GNP by 1992. Contributions from the Community's own resources [from custom duties and agricultural levies] will continue and the possibility was raised of a new tax on financial transactions.

SINGLE EUROPEAN ACT

With the announcement by the Irish Government that a referendum on the Single European Act will be held towards the end of May an end is at last in sight to the long process of ratification which has been taking place over the last year in all Member States. The Single European Act constitutes a major amendment to the Treaty establishing the European Community - the Treaty of Rome. In particular important changes are made in the way decisions are taken at the Council of Ministers with qualified majorities replacing the need for unanimity on many issues. The role of the European Parliament is strengthened by the new Act and legislative provision is made for the creation of the Internal Market by the 1 January 1993.

If the Irish electorate approves the ratification of the Act in the referendum it is possible that the Single European Act could come into force by the beginning of July 1987.

JOBS AND THE ENVIRONMENT

The European Commission has proposed the introduction of a five-year programme of demonstration projects to explore the job-creating potential of environmental protection. A budget of 33m ECU is envisaged

for the first three year phase. The objectives of the project are:-

- * To encourage new investment in environmental protection schemes which might not otherwise be undertaken.
- * To demonstrate the job-creating potential of such investments in all Member States.
- * To assess schemes which are undertaken and to disseminate results throughout the Community.

The Commission has pointed out that whilst some people argue that stricter environmental protection could lead to job losses, they take the opposite view. Recent research suggests that by the end of the century three million people in Europe could be employed directly in environmental protection. The aim of the Commission proposal is to explore the possibilities for creating more employment by supporting a selection of different types of project throughout the Community, assessing their impact and disseminating the results.

The projects to be funded should be designed to protect and improve the environment, while at the same time increasing employment. They could be undertaken by various types of organisation including central and local government, private bodies and co-operatives. The types of scheme to be supported would reflect the priorities for action set out in the Fourth Action Programme on the Environment which is currently under consideration by the Council. Emphasis will be given to the following types of project:-

- * Small-scale infrastructure projects such as a common waste treatment plant for a group of firms where a single installation would be inefficient or uneconomic
- * Projects which would bring back into use vacant or underused land in areas of industrial dereliction
- * Economic activities in rural areas which are consistent with protection and improvement of the environment.
- * Improvements in coastal zones where the impact of tourism requires integrated management of resources.
- * Improvement in the urban environment including encouraging the new uses of old buildings.

THE INTERNAL MARKET

A Trade Union Reponse

Reactions to the Commission's plans to create a European Internal Market were discussed at a Conference organised by the Arge Alp Committee in Inzell, Bavaria in April. The Arge Alp, a body within the framework of the ETUC's Inter-Regional Councils, was established to deal with cross-border socio-economic problems. It is composed of delegates from the German DGB, the Swiss SGB, the Austrian OGB and the Italian CISL, CGIL and UIL.

The Commission's Internal Market proposals, which will have the effect of removing all physical, fiscal and technical barriers within the Community by 1992, are viewed as largely positive by the European Trade Union Confederation [ETUC]. At the Conference this view was endorsed, whilst at the same time fears were expressed as to the safeguarding of workers' interests. Community measures were called for to ensure that the rationalisation and restructuring do not lead to a surge in unemployment and even greater regional inequalities. To this end, it was claimed that a co-ordinated economic and employment policy was necessary to ensure a balanced stimulation of the economy and employment throughout the Community. It was feared that competition between Member States, if taken to extreme levels, would lead to huge economic and social imbalances.

Those initially affected by the envisaged free movement of capital goods, services and people will be the customs, police and transport sectors. It is claimed that some 9,000 customs officials will be affected in Italy and West Germany alone. Problems of less staffing on internal borders [dividing Member States] and increased personnel on external ones [dividing Member and non-Member States] obviously cannot be easily solved by natural wastage, transfers or retraining. Further problems created by weekend and night work to cope with the flow of check-ins at external borders must, it was declared be compensated by increased benefits to the workers concerned.

Intensified border policing at external borders will also be required. The Conference identified several problems here, including unacceptable levels of exhaust fumes created by the increased flow of traffic and the need for increased road safety measures. The Conference called for the rapid introduction of the agreed common European Community passport in order to minimise hold-ups at borders. Some fears were expressed that the removal of systematic internal border checks might lead to less control over drug and terrorist movements.

Finally the problem of the anticipated increase in road transport, as a result of raised transport quotas and increased trade, was discussed. In this respect concern was expressed about the position of smaller haulage firms who, in the midst of fierce competition, may find themselves forced to transport goods at any cost to stay in business. The completion of the internal market will also mean that haulage firms from all Member States will be able to compete with national firms for business. Therefore, for example, an Italian driver will be able to deposit goods in the UK and then pick up a fresh load from a British producer to take elsewhere.

Inevitable consequences of this increase in road transport may result in less consideration being given to aspects of driver safety, lorry safety and road safety. The effects on the roads and the environment are also likely to cause major problems. The Conference believed that there was a need for a policy to regulate and control traffic and one possible solution would be to transfer traffic from the roads to rail transport. Official statistics have indicated that, in the case of the Austrian Tirol north/south route for example, 68% of the goods currently transported by road could be moved by rail. Similarly in the south/north direction some 80% of the goods could be transferred to rail transport.

ECONOMIC AND SOCIAL COMMITTEE



LOCAL EMPLOYMENT INITIATIVES

Local employment initiatives can make a substantial contribution to increasing employment and transforming distressed communities but there are also inherent risks such as low pay and poor working conditions which need to be carefully controlled. These are some of the main conclusions of an "own-initiative" opinion adopted by the 242nd Plenary Session of the European Economic and Social Committee which met in Brussels late last year.

The Opinion noted the widespread increase in local employment initiatives in recent years. It stated that such initiatives should be approved when they created sustainable jobs, but the total number and quality of jobs should be carefully assessed. LEIs have a valuable contribution to make but they cannot be seen as the panacea to mass unemployment. The Opinion put forward the following specific proposals:-

- * Member States ought to calculate and provide the Community with reliable data on the net job-creative impact of such initiatives.
- * Member States should encourage local groups, communities and regions to secure an appropriate participation in the distribution of funds available.
- * A new credit-based European Employment Fund ought to be given consideration.
- * The Community ought to promote the setting up of professional advisory services for the development of LEIs
- * All persons employed in LEIs ought to have access to State support in the form of unemployment benefit and other Social Insurance benefits both in cases of failure and temporary inactivity
- * Workers' take-overs of bankrupt enterprises could be facilitated by formally involving them in the liquidation procedures.
- * The role of the social partners in stimulating LEIs and ensuring proper working conditions could be organised through tripartite committees.

PEOPLE AND TECHNOLOGY CONFERENCE

A Conference entitled "People and Technology - Investing in training for Europe's Future", organised jointly by the British Manpower Services Commission and the Commission of the European Communities, was held in London towards the end of 1986. The two major themes of the Conference were:-

- * Education, Training and Technological Change in Industry, and
- * Technological Change: Job Creation and new ways of working.

In his closing remarks to the Conference, Mr Hywel Jones, the European Commission's Director of Education, Training and Youth Policy, said that during the last eighteen months there had been a vast increase in investment in the development of human resources in all Member States and a new emphasis on education and training. He stressed the importance of the partnership approach to education and training in all sectors to include representatives from government, employers and trade unions.

COMPARABILITY OF QUALIFICATIONS

Over recent years several joint committees of experts have been regularly meeting under the aegis of the European Centre for the Development of Vocational Training [CEDEFOP], in order to produce a system of comparable qualifications and thus enable the European Community to work towards the full mutual recognition of vocational training qualifications. These committees, made up of representatives from Governments, education and the social partners, have - as their first task - tried to supply a mutually agreed description of the practical occupational skills required of skilled workers and employees in the various different occupations.

It is now hoped that by the end of 1987 the first results of these various expert committees will be published in the Official Journal of the European Communities. Although this in itself will not make the findings legally binding it will bring them factual recognition and contribute towards the free movement of labour throughout the Community and the creation of a free internal market.

CEDEFOP

European Industrial Policy

ETUC Conference

Earlier this year trade unionists from throughout Europe gathered together in London to attend a Conference convened by the European Trade Union Confederation on Industrial Policy. Industrial policy and industrial development have a powerful influence on the lives of all workers throughout Europe and consequently a trade union perspective on industrial policy issues is an essential part of any trade union approach to increasing employment and the standard of living of working people. Trade unions have repeatedly called for action at the European level to stimulate industrial development and therefore it is fitting that the ETUC provided an opportunity for not only a trade union perspective but a European trade union perspective. With over 41 million workers within the European Community employed in industry, a sound and expansionist industrial policy must be an integral part of any economic policy aimed at bringing about the recovery in employment which all European trade unionists so earnestly desire.

The aims of the London Conference were twofold:-

1. To provide an opportunity for an exchange of information and experience, from a trade union perspective, on the various policies which have been conducted both in individual countries and at a European level.
2. To encourage a debate on the extent to which a European dimension to industrial policy should be pursued, and what it should contain.

The Conference was designed to be very much a working Conference. There was no formal statement or resolution adopted at the end of the Conference but the ETUC Executive Committee will draw on the conclusions reached by the delegates in preparing a formal statement for adoption at the ETUC's Sixth Statutory Congress which will be held in Stockholm in 1988. Debate at the Conference centred around a background report prepared by the European Trade Union Institute (ETUI) entitled "The Role Of Industrial Policy In Western Europe - A Trade Union Perspective". This report contains a range of information on the current industrial situation in Western Europe, policy responses and developments and the possibilities of a European dimension to future industrial policy. This article contains a brief summary of some of the important points raised in the ETUI background report.

THE CURRENT SITUATION IN WESTERN EUROPE

The Report starts by looking at the limited success of the European economy in achieving real economic growth during the eighties. The figures for the European Community, the wider OECD definition of Europe, the USA and Japan are as follows:-

REAL GDP ANNUAL ECONOMIC GROWTH RATES 1974-85 WITH ESTIMATES FOR 1986 AND 1987.						
	1974-81 [Average]	1983	1984	1985	1986	1987
EEC	1.9	1.5	2.5	2.4	2.5	2.75
OECD-EUROPE	2.0	1.6	2.6	2.5	2.5	2.5
USA	2.1	3.6	6.4	2.7	2.75	3.0
JAPAN	3.8	3.2	5.1	4.5	2.25	2.75

The real weakness of European industrial policy is highlighted by OECD figures on the growth of manufacturing output between 1980 and 1986. In that period the output of manufacturing goods increased by 22% in Japan, 19% in the USA but only by 2.2% in the European Community. The Report clearly identifies the lack of investment in Western Europe as being the main cause of these disturbing figures, and in particular it suggests that the "investment gap" between Europe and Japan and the USA is widest in the high technology sectors. Thus it concludes, Europe is suffering from a double weakness - a weakness in investment and a weakness in innovation.

The Report attempts to examine why Europe has not invested enough and reviews and comments on several possible reasons.

1. **Rate Of Return On Investment:** The one factor quoted more than any other in accounting for the poor investment performance of European industry has been the poor rate of return on investment. Whilst the ETUI analysis finds some evidence for this it rejects the associated assertion that it is high labour costs which have depressed the rate of return. Equally the Report identifies low capacity utilisation as being the most important factor in the decline in capital productivity in Western Europe.
2. **Interest Rates:** The high level of interest rates have almost certainly acted to deter investment in recent years, claims the Report. The overconcern with monetary policy has been a strong contributory factor in maintaining high interest rates in Western Europe.
3. **Acquisitions Activity:** The Report considers the effects of the recent spate of company mergers and takeovers and concludes that this does nothing for industrial expansion and indeed can be seen as one reason for the poor investment performance of European industry. Within the environment of constant takeover battles "looking over your shoulder" and devoting managerial resources to consideration of defensive strategies, as well as holding resources in a liquid form to fight off bidders have become the order of the day, to the detriment of sound long-term investment.
4. **Lack Of Co-ordination:** Another explanation for Western Europe's weak performance lies in the tension between the close integration of the individual economies, on the one hand, and the absence of centralised or co-ordinated economic management on the other.

POLICY RESPONSES

The main body of the Report examines a selection of policy responses aimed at trying to improve the industrial performance of Western Europe. It must be remembered that one of the purposes of the Conference was to provide an opportunity for the exchange of information and experiences. Both general economic policies and specific policies are examined, the latter group including; public investment, sectoral policies, regional policy, investment banks and enterprise boards, price control, competition and merger policy and trade policy. A separate section of the Report examines recent developments in national industrial policies in the major industrialised and European countries.

A EUROPEAN DIMENSION

The need for a European dimension to industry policy follows from the fact that the economies of Western Europe are becoming more closely integrated - a process which will inevitably become accelerated with the completion of the internal market - and that much of Western Europe has already become a free trade area for industrial goods. However, the Report points out, co-ordination and centralisation of industrial policy have not kept up with these developments. Nevertheless there are a number of European Community policies which are trying to influence industrial decisions and these include "Framework" policies such as the European Monetary System, the fostering of the "Social Dialogue" and the Community's Competition Policy. More specific interventionist measures also exist: the Community's research programmes, the operation of the Regional

and Social Funds and the involvement of the Community in trade negotiations. Although such policies undoubtedly exist it would be wrong to assume that any coherent apparatus of co-ordination exists.

So what policies are required at the European level? The Report suggests that there is a twofold need. First of all in the sphere of joint European decision-making a negotiated agreement on macro-economic policy which will act in the interest of faster growth and increased employment is essential. As important are a number of steps which will increase the co-ordination of industry policy, and the Report suggests the following:-

1. An exchange of information at European level among industrialists, public policy makers and investing institutions would help to create a climate in which the implications for Western Europe of decisions taken on either a "national" or "company" basis would be more likely to be taken into account.
2. If closer integration is to be politically acceptable there must be mechanisms for compensating the "losers", and such mechanisms would inevitably involve properly funded social and regional funds.
3. A realistic attitude should be adopted towards foreign direct investment and other forms of multinational involvement in Europe's industrial structure. This would mean trying to avoid competition between Western European countries to offer concessions to multinational companies based outside Europe in order to induce them to invest in one part of Europe rather than another. Furthermore, where national Governments have leverage, they might use it to ensure that companies consider partnership with other European firms where it is a feasible alternative to links with, for example, American or Japanese firms

If the European Community is capable of offering any hope of reviving economic growth and increasing employment opportunities in all Member States it must have a sound, co-ordinated industrial policy. In the discussions leading to the creation of such a policy the views and interests of trade unions must be taken into account. For this reason the London Conference was an important step forward and the ETUI Report marks an important contribution to the debate. Trade unionists must now wait with interest to see how the views of the delegates to the London Conference are reflected in the ETUC policy statements which will be discussed at next year's Stockholm Congress.

"THE ROLE OF INDUSTRIAL POLICY IN WESTERN EUROPE - A TRADE UNION PERSPECTIVE"
Background Report by the ETUI for the ETUC Conference on Industrial Policy, London, March 1987. Available from the European Trade Union Institute, Boulevard de L'Imperatrice 66 [Bte 4] 1000 Bruxelles. Belgium.

See Also: Eurodata-Statistics. Special Feature on European Industrial Policy. Page 14.

ECONOMIC AND SOCIAL COMMITTEE - OUTLINE PROGRAMME OF FUTURE WORK.

The European Economic and Social Committee has published its outline programme of future work and many of the opinions it will be issuing during 1987 appear to be of considerable interest to trade unionists. These include:-

- OPINIONS UPON CONSULTATION: * Protection of workers.
* Dangerous chemical products.
* Economic situation in Europe.
* Social Developments in 1986.
- OWN-INITIATIVE OPINIONS: * Railway transport policies.
* European Regional Fund.
* Consequences of the Chernobyl disaster.

NEW

Recent Publications from the Commission of the European Communities

INTERNAL MARKET

As the 1992 deadline for the completion of the Internal Market approaches, the European Commission is increasingly involved with producing regulations and directives which will harmonise trading conditions throughout the Community and create free markets in the various industries and trades. The latest publication in this series is a proposal for a Council Regulation on access to the market for the carriage of goods by road between Member States[*]. Currently the carriage of goods by road is regulated by a complex set of national quotas, but the European Council at its meeting of the 14 November 1985 signified its intention of creating a free market in transport with no quantitative restrictions by 1992 at the latest. The new draft Regulation sets out the conditions for a transitional period between the current bilateral quotas and the creation of a free market by 1992. The Regulation sets out various qualitative criteria governing access to the intra-Community road haulage market which are designed to ensure:-

- * that hauliers meet all the requirements in respect of good character, sound financial standing and professional competence to run a haulage firm properly, and,
- * that transport operations can be carried out by hauliers who observe existing regulations, particularly in the field of social legislation [driving and rest periods for drivers], road safety and environmental protection.

EUROPE AGAINST CANCER

In June 1985, in Milan, and in December 1985, in Luxemburg, the Heads of State of the twelve Member States of the European Community stressed the importance of launching a European programme in the fight against cancer. Such a programme, it was felt, would not only make an important contribution to the world-wide fight against the disease but also help the Community to take on a new dimension, closer to the concerns of its citizens. This programme has now been published [+] and along with the programme is printed the text of a draft Council Decision concerning the information to the public and the training of members of the health professions. The comprehensive action programme is arranged into four important chapters:- cancer prevention, information and health education, training of health professionals and cancer research. The chapter on cancer prevention examines the campaign against tobacco, improvements in nutrition and the protection against carcinogenic agents. It is this final section which will be of particular interest to trade unionists as most European trade unions have been involved in a long campaign to give workers proper protection against possible carcinogenic substances that are used in industry. Actions under this section include the establishment of a list of chemical substances suspected of being carcinogenic, new directives on the protection of workers and the prevention of occupational cancers by the improvement of the practical organisation of workplaces. One European in four today has been, is being or will be affected by cancer. Against this background it is difficult to think of a more important area for the Community to become involved in.

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- [*] "Proposal for a Council Regulation [EEC] on Access to the Market for the Carriage of Goods by road between Member States" COM[86]595 final/2, Brussels January 1987
 - [+] "Europe Against Cancer" Programme: Proposals For A Plan Of Action 1987-89. COM[86] 717 final, Brussels, December 1986.

Both available from the Commission of the European Communities.



THE TRADE UNION MOVEMENTS IN SPAIN, NORWAY AND BELGIUM

Since 1982 the European Trade Union Institute [ETUI] has published a regular series of pamphlets which are collectively known as the "Info Series". The early months of 1987 have seen the publication of three new pamphlets which examine the structures and policies of the trade union movements of Spain, Norway and Belgium. These useful and informative pamphlets join the previously published studies of trade unions in Great Britain, West Germany, Sweden, Italy, Austria and Greece. Studies are in preparation of the trade union movements of France, Switzerland, Portugal and Turkey. One of the most useful facets of this series is that all the studies adopt a common structure so that valid comparisons can be made between the situations in the different countries. A brief historical survey is followed by a description of the various trade union confederations which includes information on their membership, policies and the relationships which exist between the confederations, their member unions and political parties. Consideration is also given to the relationship between the various trade unions and the European trade union movement.

Publications in the "Info" series can be obtained on request, free of charge, directly from the European Trade Union Institute, Boulevard De L'Imperatrice 66 [Bte 4] 1000 Bruxelles, Belgium. A summary of the contents of the three new publications is given below.

SPAIN

INFO 17 "THE TRADE UNION MOVEMENT IN SPAIN"

Published in German, French, English, Italian and Spanish.

The history of trade unions in Spain has undoubtedly been dominated by the changing political climate with the result that the current situation appears all too complex to the non-Spanish observer. However the ETUI pamphlet attempts to clarify the situation and create order out of what can seem a jumble of socialist, communist, Christian and anarchist organisations. The three main trade union confederations - the socialist Union General De Trabajadores [UGT], the communist Comisiones Obreras [CC.OO] and the Basque Euzko Langilleen Alkartasuna / Solidaridad De Trabajadores Vascos [ELA/STV] are all described in some detail. Information is provided on their industrial and geographical structures, their main decision-making committees, their services to members and their programmes and policies. In addition a brief outline is given of the other important confederations, the Union Sindical Obrero [USO] and the Confederacion Nacional Del Trabajo [CNT].

The pamphlet points out that total trade union density in Spain is difficult to estimate but a 1980 survey suggested a level of around 27% of the labour force. It must be remembered that this level of unionisation had been achieved in only three years following the legalisation of trade unions in 1977. A final chapter in the pamphlet examines the collective bargaining system in Spain which over recent years has been geared to centralised bargaining based on framework agreements which serve as a reference for the great majority of workers. The most recent national agreement was the Social and Economic Agreement [AES] which was concluded in October 1985 between the Government, the Employers Association [CEOE] and the UGT.

BELGIUM

INFO 18 "THE TRADE UNION MOVEMENT IN BELGIUM"

Published in German, French, Dutch and English.

The Belgium trade union movement has grown up around two major confederations - the Socialist FGTB-ABVV and the Christian CSC-ACV. Both confederations have developed their own regional and community structures, the latter phrase is used in the sense of specific Belgium language-based communities. Thus each organisation operates in both the French speaking and Dutch speaking communities and consequently each confederation has a bilingual title. There is also a third, smaller, Liberal trade union movement, the CGSLB-ACLVB. The total membership of the three groups is as follows:-

CONFEDERATION DES SYNDICATS CHRETIENS [CSC] ALGEMEEN CHRISTELIJK VAKVERBOND [ACV]	..... 1,363,919
FEDERATION GENERALE DU TRAVAIL DE BELGIQUE [FGTB] ALGEMEEN BELGISCH VAKVERBOND [ABVV]	..... 1,097,594
CENTRALE GENERALE DES SYNDICATS LIBERAUX DE BELGIQUE [CGSLB] ALGEMEEN CENTRALE DER LIBERALE VAKBONDEN VAN BELGIE [ACLVB]	..... 210,000

With a total working population of only just over four million this means that the rate of unionisation [trade union density] is very high, in 1985 it totalled 75% of the total working population. As with all the other studies in the series, the ETUI pamphlet examines the structure, organisation and membership of all three confederations. A final chapter examines some of the specific features of the Belgium trade union movement such as the high level of membership, the contributions from Companies to trade union funds and the four-yearly social elections to works councils and health and safety committees. One final feature of the Belgium system which will be of interest to other European trade unionists is that the various trade union organisations are entitled to a certain number of broadcasting hours per year on the radio and television to put forward their points of view.

NORWAY

INFO 19 "THE TRADE UNION MOVEMENT IN NORWAY"

Published in German, English, French and Norwegian.

After the complexities of the Spanish and Belgium trade union movements the highly centralised Norwegian system presents something of a contrast. One major federation - Landsorganisasjonen i Norge [LO] dominates the Norwegian trade union scene with over 750,000 affiliated members out of a total trade union membership of about 1.2 million workers. 35 national unions are affiliated to the LO and these range in size from the Labour Press Union with only 824 members to the Norwegian Union of Municipal Employees with over 150,000 members. The structure and organisation of the LO is examined in detail in the pamphlet along with the main policies which make up the LO's Action Programme. The latest Action Programme emphasises such issues as full employment, industrial democracy, health and safety at work, and the fight against privatisation.

Collective bargaining in Norway takes place at both national and local levels, however even with local bargaining decisions on the form of negotiations and the key demands are made centrally in the LO. Procedural issues are determined by the Basic Agreement [or "Labour Charter"] which has been negotiated between the LO and the Norwegian Employers Federation. This agreement contains regulations on the right to organise and the mutual rights and obligations of management and shop stewards. It also provides the basis for worker participation on company committees and includes separate agreements on the introduction of new technology and equal rights for men and women in their working lives.

EURODATA

EMPLOYMENT GROWTH

EMPLOYMENT GROWTH RATES 1983 - 1986 AND FORECASTS FOR 1987:

	1983	1984	1985	1986	1987
EEC	-0.5%	0	0.5%	0.75%	0.5%
OECD - EUROPE	0.4%	0.2%	0.5%	0.75%	0.5%
USA	1.3%	4.1%	2.0%	2.25%	2.25%
JAPAN	1.6%	0.6%	0.7%	0.5%	0.5%

INDUSTRIAL PRODUCTION

INDUSTRIAL PRODUCTION IN THE EEC, JAPAN AND THE USA: 1961 - 1985.

[Average Annual Percentage Growth Rates]

	1961-70	1971-80	1981-85
USA	5.0	3.4	2.8
JAPAN	13.4	4.1	4.0
EEC [10]	5.3	2.4	0.6
WEST GERMANY	5.8	2.3	0.9
FRANCE	5.3	2.9	0.0
UK	2.8	1.1	1.6
ITALY	7.1	3.3	-0.6

EMPLOYMENT BY SECTOR

CIVILIAN EMPLOYMENT BY SECTOR - PERCENTAGE CHANGE IN 1974 OVER 1964 AND IN 1984 OVER 1974

	1974/1964			1984/1974		
	AGR	IND	SERV	AGR	IND	SERV
OECD - EUROPE	-31.2	1.0	19.6	-25.3	-16.6	16.7
EEC	-30.4	1.0	18.4	-25.9	-17.1	16.1
USA	-22.0	16.1	36.2	-4.0	6.0	30.3
JAPAN	-41.3	29.9	30.3	-24.1	3.6	23.7

THE TABLES ARE TAKEN FROM THE ETUI BACKGROUND DOCUMENT - "THE ROLE OF INDUSTRIAL POLICY IN WESTERN EUROPE, A TRADE UNION PERSPECTIVE - WHICH WAS PREPARED FOR THE MARCH 1987 ETUC CONFERENCE ON INDUSTRIAL POLICY [SEE MAJOR ARTICLE IN THIS ISSUE OF THE BULLETIN]. THE FIGURES ARE ALL BASED ON OECD STATISTICS

bulletin board

ETUC STATEMENT ON TURKEY:

Almost immediately after the Government of Turkey had announced its intention of seeking full membership of the European Community, the ETUC issued a statement urging the Community members to reject Turkey's application. The ETUC states that an application for accession can only be accepted if Turkey:-

- restores true political democracy,
- restores full respect of human rights,
- restores full respect of all trade union rights in Turkey in accordance with ILO standards and with Article 11 of the European Convention on Human Rights,
- abolishes the provisions which restrict the right to join a union and which limit the collective bargaining autonomy and the right to strike,
- restores the right for the trade union organisation DISK to carry out its trade union activities without restraint,
- cancels the trial against DISK and its leaders.

ECONOMIC AND SOCIAL COMMITTEE PLENARY SESSIONS FOR 1987

The following four plenary sessions of the European Economic and Social Committee have been planned for later in 1987:-
248th Session 22-24 September 1987. 249th Session 20-22 October 1987.
250th Session 17-19 November 1987. 251st Session 15-17 December 1987.

VAL DUCHESSÉ SOCIAL DIALOGUE

On 6 May, in the framework of the Val Duchesse Social Dialogue consultations, the European representatives of the trade unions, employers, and public sector organisations agreed a communication on "Training and Motivation - Information and Consultation". This follows on from the 6 November 1986 text on a "Cooperative Strategy for Growth and Employment". The intention is that elements of these European level discussions and documents be incorporated into national and sectoral level union-employer deliberations. The 12 EEC Governments meeting in June 1987 are expected to incorporate Social Dialogue elements in their discussions for creating a "Social Space" in the context of the completion of the Internal Market.

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