

# ACTIVITY REPORT 1995 - 1998

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### **A - THE ETUC POLICIES**

#### **1 - THE FIGHT FOR EMPLOYMENT**

##### *1.1 The Macro economic framework*

The period from 1995 to 1998 unfortunately ended much as it began - with unemployment at stubbornly high levels, with official confidence that a genuine recovery was underway proving misplaced, and with adverse international events apparently being largely to blame. In 1995, international monetary turbulence and rising long term interest rates had damaged European business and consumer confidence, while in 1998 the problem was the demand-reducing effects of the Asian, Russian and nascent Latin American crises.

But why did the European Union itself not adopt counter measures ? Here, the situation did become somewhat more encouraging, since progress was made in giving the European Union the means of pursuing active policies. By the end of 1997, Europe was much better equipped, for instance, to tackle the structural causes of unemployment than it was in 1995 because the Employment Chapter had been added to the Treaty.

Economic and monetary union had also been achieved but, on macro-economic policy, it was still not clear whether there was yet the will to break out of pre-EMU 'stability-cures-all' thinking, and to fully exploit the possibilities which

existed to add value to national action through common and co-ordinated European policies.

A key priority for the ETUC in 1995 was to ensure that trade unions played an active role in the new "Essen employment process". This was named after the December 1994 European Council which, inspired by the 1993 White Paper on Growth Competitiveness and Employment, had agreed both on 'recommendations' for national action by all parties concerned, including the Social Partners, and for the annual monitoring of the resulting programmes at EU-level.

In 1996 an attempt was made on the initiative of Commission President Santer to respond to a worsening unemployment situation by deepening the level of commitment to the Essen process through the adoption of a 'Confidence pact for employment'. This would mirror at the European level the sort of tripartite pacts which were being negotiated in some countries. The ETUC gave support but, in the light of the deteriorating economic situation, insisted that in addition to labour market policies, the pact should provide for the adoption of active economic policies, particularly in relation to taxation and European investment projects.

On taxation, the Executive Committee adopted a specific resolution in October 1996 which called for more European action to counter, first, unfair tax competition which was weakening the ability of Member States to raise revenue and, second, the tendency to tax labour - rather than more mobile capital - with adverse effects on employment. The ETUC gave evidence on these issues to the High Level Group on taxation which was advising Commissioner Monti. On investment, the Executive Committee urged the Dublin European Council in December to instruct EcoFin to end its blockage of extra financial resources for the construction of trans-European networks (TENS).

In the event, the employment pact process produced little new, having received at best only lukewarm support from the employers and from many governments. Indeed, priority, was given instead in late 1996 to the introduction of a quite different kind of pact - the Stability Pact.

This led the ETUC to adopt in November 1996 a key declaration on "Economic and Monetary and Employment Union". This reaffirmed ETUC support for EMU but expressed concern that the project was being jeopardised by becoming associated in many people's minds with unemployment as a result of the way it was being approached. Accordingly, the ETUC insisted: that the pursuit of nominal objectives relating to the price stability and budgetary balance be complemented by real objectives relating to growth and employment; that the Stability Pact become a Growth, Employment and Stability Pact; that a non-mechanical interpretation of the convergence criteria be adopted in deciding which countries were eligible to pass to the final stage of EMU; and that specific provisions be added to the Treaty to make possible a complementary employment union.

June 1997 saw real progress on this last demand with the Amsterdam Inter-Governmental Conference adding an employment chapter to the Treaty. And in November 1997, even prior to the Treaty's formal ratification, the Luxembourg Jobs Summit began putting the chapter into effect by adopting the EU's first Employment Guidelines including, for the first time, specific European-wide targets.

During 1998 the new procedures were established, co-ordinated internally through the ETUC Employment Committee and externally through the Social Dialogue's Labour Market Working Group, to maximise the input of the Social Partners both to the elaboration and monitoring of each country's national action plan, and to the monitoring and revision of the Guidelines at the European level.

Unfortunately, it also became progressively clearer during 1998 that while the imminence of the Euro's introduction was shielding much of Europe from destructive monetary turbulence and speculation, it could not prevent the global crisis, which had spread outwards from Asia, from undermining a recovery process which had begun in 1997. The ETUC continued to insist that both save its own recovery and help the global economy, Europe had to act together and adopt active demand as well as supply policies, and to develop the means of economic and not just monetary governance. This required the adoption of active policies both to prevent tax dumping and to promote investment.

The ETUC took this message to Frankfurt for a meeting in November 1998 with the President of the European Central Bank. Mr Wim Duisenberg said that an overly restrictive monetary policy would not be pursued just to make the Euro a hard currency, and the obligation to support the general economic policy objectives of the Union recognised, once the stability objective achieved. The Bank continued to believe however that much of unemployment was structural in nature, and therefore not susceptible to monetary or budgetary policy changes. It was agreed to continue 'summit' meetings with the Social Partners twice a year, and to develop contacts at a more expert level as well.

Finally, at the Poertschach Summit in November 1998 governments promised that policies would be inspired by a new spirit, and then on the eve on the introduction of the Euro, heads of government launched in Vienna a new employment pact exercise embracing not just a strengthening of the Employment Guidelines but also the adoption of co-ordinated economic policies directed at growth as well as at stability.

The ETUC response was to express a willingness to be an active partner in a new pact process, provided there were reciprocal responses. In the new post-EMU architecture, co-operation was required between the parties responsible for monetary policy (the ECB), for budgetary policy (EcoFin), and for wage determination (the Social Partners) - and a reformed Standing Employment Committee should serve this purpose.

The ETUC would be looking to the ECB to lower interest rates further since the stability objective was being met, and to EcoFin to make more progress on the financing of European investment projects and on fighting harmful tax competition. From the European employers' organisations, the ETUC would be looking for a more positive approach to social issues and the social dialogue generally and to such issues as work organisation and working time, structural change, and social protection in particular.

## *1.2 Labour market policies*

In its Employment Manifesto, adopted by the Executive Committee in December 1995, the ETUC stressed the changes in the nature and conditions of work and

the need to develop a model that reconciles employment, competitiveness, growth and stability, together with the promotion of economic and social cohesion, solidarity and equal opportunities for women and men. In short, a model that reconciles more security and motivation for workers with more adaptability for companies.

A significant step in this direction was given by the Luxembourg Jobs Summit, the subsequent adoption of the 1998 Employment Guidelines with its four-pillar structure – employability, entrepreneurship, adaptability, equal opportunities – and their incorporation into national action plans. The ETUC and its affiliated organisations have taken this process very seriously: finally employment became a priority matter, joint actions and objectives were agreed upon at EU level and a system of multilateral surveillance established, including the possibility to include country-specific recommendations.

In its contribution to the Luxembourg Jobs Summit, adopted by the Executive Committee in October 1997, the ETUC stressed the need for an integrated approach and improved co-ordination between general economic policies and employment and industrial policies in order to ensure that the right demand and supply conditions exist to fight unemployment. The quantification of the guidelines, in order to facilitate co-ordination and subsequent monitoring, as well as the full involvement of the Social Partners at all stages of the process, were also part of our demands to the Jobs Summit.

The internal monitoring process put into place by the ETUC has enabled us to follow closely the implementation of the Employment Guidelines, identifying the strong and weak points of the process as well as the need to develop an integrated approach between the four pillars. The ETUC considers that the answer to the European employment crisis must comprise the implementation of active labour market policies, contributing to job creation and the adaptation to changing conditions, equality and non-discrimination policies, alongside with tailor made measures in order to respond to the different needs of the target groups aiming at their integration or reintegration into the labour market.

While considering as positive the preventive approach adopted by the employability pillar, including quantified targets and clear objectives in terms of timing and performance concerning youth unemployment and long term unemployment, the ETUC would like to have seen more European targets included in the Guidelines.

Furthermore, this preventive approach must not detract attention from efforts to be made in order to reintegrate and get back into employment the millions of unemployed and excluded people in Europe, while the provision of incentives to seek work or training opportunities by those excluded from the labour market must not jeopardise the general right of unemployed women and men to receive fair levels of income.

Central to the realisation of this strategy is a policy of lifelong learning, of lifelong access to training, to guidance and counselling, to qualifications and skills, regarded as a right of the individual both at national and European levels. The Social Partners and public authorities have a joint responsibility in the definition of the instruments enabling access to lifelong learning.

Education and vocational training systems must be adapted and reoriented in order to take into consideration social, technological and economic changes and

at the same time to be able to answer to the needs of individuals. Young people should have access to high quality education and initial vocational training, based on sound foundations, on clear guidance and counselling, including apprenticeships and other programmes leading to recognised qualifications. Adult workers, both employed and unemployed will have to be offered the possibility to upgrade and extend their skills throughout working life. In order to achieve these objectives, the ETUC proposed three additional targets to be included in the Employment Guidelines: the reduction to zero of school drop-outs, the increase to 5 % of the percentage of the employed workforce receiving training and ensuring that within four years at least 20 % of those unemployed are offered training or any other similar measure during their period of unemployment.

In order to put people back to work, new sustainable and high quality jobs have to be created. The development of entrepreneurship and of SMEs is important. But there is also a potential of job creation in those sectors not directly exposed to the demands of world-wide competition, such as local employment initiatives and the social economy, including environmentally related activities and the answer to new social needs so far unmet. Research and development have also a key role to play and in order to achieve this, the ETUC considers that the Employment Guidelines should include a target aiming at increasing R&D expenditure to 2.5 % of EU GDP.

The ETUC considers that the potential gains for both workers and companies offered by new forms of work organisation, the reorganisation and reduction of working time, a better distribution of the work available has not been sufficiently exploited. The Social Partners must take up their responsibilities and negotiate new forms of positive flexibility, resulting in higher security and motivation for workers and higher levels of productivity and competitiveness for enterprises. Unfortunately, at the European level we have not yet succeeded in developing negotiations with the employers' organisations on any of these issues. At the same time, and in view of this lack of success at the level of the social dialogue, the ETUC would expect the European Commission to use its right of initiative and to present social policy legislative proposals on this important field, as well as in the field of access to lifelong learning.

In order to improve the functioning of the labour market, specific attention has to be given to the obstacles women encounter, both in terms of their access or return to it and in the reconciliation of work and family life. For the ETUC the Employment Guidelines should go beyond the simple enumeration of areas where action is required. Specific targets are needed, namely on equal pay, on the reduction and elimination of the gap in unemployment between men and women, on the increase of the number of child care places to be made available. Furthermore, equal opportunities should be mainstreamed in all pillars of the European Employment Strategy.

Following its internal evaluation of the elaboration of the 1998 National Action Plans, the ETUC in the statement adopted by the Executive Committee for the Cardiff European Council, in June 1998, called on Member States to address in a proper way the financial implications of the NAPs as well as the need to articulate and strengthen employment actions at local, regional, cross-border, national and European levels. Furthermore, we have clearly stated the need for a reinforcement of Social Partners involvement in the preparation of the NAPs as well as in its implementation, monitoring and revision, deploring, at the



same time, the unwillingness of UNICE to engage in negotiations on the issues of training, work organisation and working time.

The European Employment Strategy and the process established by Luxembourg Jobs Summit constitute a first step in the right direction if Europe is to build a more democratic society, based on social justice, on economic and social cohesion and on social inclusion.

### *1.3 Structural Funds and employment*

In the field of Structural Funds policies, three important events marked the period 1995-1998: the publication of the first report on Economic and Social Cohesion in the European Union (November 1996), the publication of Agenda 2000 including the Commission's proposals for the reform of the Structural Funds (July 1997) and the project run by the ETUC aiming at the development of strategies enabling trade union organisations to participate in a more efficient way in the Structural Funds' operations (1996-1998).

For the ETUC, the Structural Funds remain the main instruments for the promotion of economic and social cohesion and solidarity within the Union. They are an important complement to national policies, overall they should promote sustainable and harmonious development of the EU and they must assist in the development and relaunching of employment throughout the Union, through a greater complementarity between EU structural policies and other areas of EU and national policies. This reorientation of the Structural Funds operations in order to take consideration of employment policies was recognised by the European Council at the Florence European Council.

Another very important feature of ETUC policy on this matter, and reiterated by the Resolution of its Executive Committee in March 1996, concerns the principle of partnership. The effective implementation of the Funds' operations has to be based on the principle of partnership, where trade union organisations have to be recognised as full partners and involved in all stages of the operations: from the planning, implementation, monitoring to the assessment of results.

These were our starting points for analysing the results of the Economic and Social Cohesion Report as well as the proposals submitted in Agenda 2000.

The Report on Economic and Social cohesion has proved that the European Union needs to maintain and develop further its structural policies, since the progress achieved in terms of economic and social convergence between countries has not been matched by convergence within regions of the same country or in relation to employment creation. In reality, the competitive advantage of the richest regions has developed further in terms of income, employment creation, research and development and the poorest regions continue to lag behind, facing a series of structural problems. Unemployment and the low level of qualifications of the workforce are the most serious ones, without neglecting the fact that they still have poor infrastructures, preventing the improvement of living and working conditions and of quality of life in general. It is clear that efforts developed by most Member States in order to meet the convergence criteria for the third phase of EMU has had a direct influence on these results.

The ETUC has drawn attention to all these factors in its contribution to the discussion on the future of EU structural policies, adopted by the Executive Committee in December 1997.

In order to prevent further polarisation between regions of the European Union and taking into consideration the future enlargement, the ETUC considers that the overall effort of the European Union in terms of economic and social cohesion needs to be further developed, alongside a better concentration in the most needy areas and social groups, in order to achieve better efficiency, effectiveness, transparency and visibility.

European citizens and workers have to be the first target of the Structural Funds. The promotion of more, better and sustainable jobs, including in those sectors of the economy that need to be developed in order to meet to new social needs, the development of human resources through lifelong education and vocational training have to be at the forefront of the Funds' actions.

Secondly, they must focus on research, development and innovation, along with a strong regional urban and rural development. The promotion of Territorial Employment Pacts with the active participation of trade unions is a key instrument to advance the regional development agenda.

Thirdly, the impact of the Funds' interventions has to be measured, monitored and evaluated. In order to achieve this, the ETUC proposes the inclusion of an analysis of the impact in terms of job creation, the quality of jobs created, the development of qualifications of the workforce and the situation of the most disadvantaged groups. Common and transparent methods and indicators for the monitoring and evaluation of the impact in qualitative and quantitative terms need to be developed in close co-operation with the European Employment Strategy. Equal opportunities and the protection of the environment are horizontal issues whose impact needs to be evaluated in relation to all Structural Funds' interventions.

In order to reorient the Funds more towards employment, the Social Partners have to be fully involved in their implementation. The ETUC, through the organisation of a number of national and European seminars and the realisation of a study has analysed the current situation in relation to the implementation of the principle of partnership. Through the trade union network of experts, we have assessed the working of the funds from a trade union perspective as well as our ability to influence the direction of policy at the different levels.

The conclusions show that the Social Partners' involvement is very unsatisfactory. More concretely in relation to partnership, and even if it is part of the Structural Funds regulations, this principle is far from being applied evenly across the European Union: there are discrepancies and sometimes contradictions between the various levels of participation in the Member States; the partnership principle is far from being dynamic and often it is considered as a mere formality. At the same time, we have concluded that there is no guiding thread of partnership logic from the European level to the local level, via the national and regional levels.

At the European level and apart from the European Social Fund, trade union organisations have no forum to discuss with the Member States and the Commission on the implementation of the other Structural Funds.



For the ETUC, the participation of trade union organisations at all stages of the Structural Funds interventions, via a genuine and dynamic partnership will improve the situation. This will be essential if we are to face the challenges in terms of employment, human resources development and to strengthen economic and social cohesion and solidarity between the European regions.

In order to be able to play fully our role, trade union representatives in the different bodies responsible for the implementation of the Funds will need to be better qualified and informed. Technical assistance should be utilised with this specific objective.

Over the last period, considerable progress has been achieved in terms of the development of a European trade union strategy in relation to the Structural Funds operations. The conclusion of negotiations on Agenda 2000 show that a considerable part of ETUC's proposals have been included in the regulations for the next programming period 2000-2006. Its successful implementation will also depend on active trade union participation at all levels.

#### *1.4 Environment and employment*

Environment and employment was the topic of a Commission communication in 1997. The ETUC and the European Environmental Bureau with their member organisations in five Member States of the EU (Germany, Denmark, United Kingdom, Italy, Spain) have jointly organised a project, which collected evidence of the positive relationship between environment and employment, including in areas such as public transport, biological agriculture and rural development, energy conservation and urban renewal.

The results of the project were presented at a conference in Cardiff, May 1998, where the ETUC and EEB adopted a joint declaration on environment and employment. The declaration underlines that employment policies, while meeting their own specific objectives, can assist in reducing the pressure on and the depletion of environmental goods and natural resources. The positive link between environment and employment can be supported through an ecological tax reform, by using the Structural Funds for the promotion both of sustainable development and for the creation of employment. Promoting local initiatives, allowing and encouraging green procurement by local authorities, and promoting the social economy has an enormous potential to create employment and to increase the quality of life.

The project on environment and employment was the beginning of practical co-operation with the EEB and other environmental organisations.

Environment and employment were the main axis for ETUC's intervention on climate change. The European Union played a decisive role in the Kyoto negotiations on climate change. The ETUC, while supporting the general aims of climate change policy, was able to ensure that, finally, employment considerations were built into European strategy and that the European Union used its influence at international level to have social equity recognised as important element in climate change.

## **2 - SOCIAL REGULATION OF THE INTERNAL MARKET**

### *2.1. European framework agreements*

1995 to 1999 saw the conclusion of the first three European framework agreements under the "negotiated-legislation" process set out in the Social Policy Agreement annexed to the Maastricht Treaty and integrated into the 1999 Amsterdam Treaty, and inspired by the ETUC, UNICE, CEEP agreement of October 31, 1991.

The period also saw the conclusion in June and September 1998 of the first two sectional framework agreements under the Social Policy Agreement process, in the railway and maritime sectors, which were negotiated following the exclusion of certain sectors and activities from the 1993 Working Time Directive. The two agreements will be confirmed by the Council as an EU regulation. The European Transport Federation was not able to conclude an agreement covering the road transport sector due to the position of the employers, and the Commission has introduced a legislative proposal.

The cross-sectional agreements, on parental leave, part-time work, and fixed-term work, marked a new departure for the European social dialogue and reflected the growing, institutionalised role played by the Social Partners in the field of social regulation. The Council adopted two of the three agreements in the form of directives, and the third is in the pipeline.

Unfortunately it was not possible to negotiate agreements on two items : sexual harassment and information and consultation rights. Nor did this period see the negotiation of a "voluntary" framework agreement (i.e., one which is independently negotiated by the Social Partners and not reliant on a proposal from the Commission) at cross-sectional level, although at sectional level such an agreement was reached in the agriculture sector in 1997.

It is too early to make an assessment of the impact of the cross-sectional framework agreements both in terms of content and regarding the role played by the Social Partners in the Social Policy Agreement process. (We shall carry out a first evaluation later this year of the parental level agreement.) Underpinning the ETUC's aims regarding each agreement was the objective of furthering the general interests of all workers through minimum standards which avoid room for social dumping and consolidate the position of each country.

The parental leave agreement, adopted in December 1995 and implemented as a Directive on 3 June 1996, stemmed from the consultation by the Commission on the reconciliation of professional and family life. The agreement contained two main elements: the requirement of a minimum period of parental leave of three months for each parent and the obligation to allow working parents time off from work to deal with urgent, family-related, matters. Innovative aspects included the principle that parental leave should be non-transferable between parents (in order to encourage a higher take-up of parental leave by men) and the emphasis placed on flexibility in the way that parental leave could be taken. A guide to the agreement was published by the ETUC in 1997.

The part-time work agreement, adopted in May 1997 and implemented as a Directive on 15 December 1997, introduced the right for part-time workers to equal treatment with comparable full-time workers in all employment conditions. The agreement also set out possibilities to improve the quality of part-time work (by training, increase in working hours, greater occupational mobility) which although not mandatory are important to improve the status of

part-time work and to ensure real opportunities for part-time workers. An ETUC guide to the agreement is in preparation.

The fixed-term work agreement, adopted in March 1999, and now in the process of becoming a Directive, also provides for equal treatment of fixed-term workers in all conditions of employment while underlining that permanent employment shall be the general form of employment. In addition it calls on Member States to introduce measures to prevent the abuse of fixed-term work, by for example fixing objective reasons for the renewal of contracts, maximum limits on the number of renewals of contracts, and maximum total duration of successive contracts. The agreement also contains specific references to the need to develop for fixed-term workers training, opportunities for occupational mobility, and access to permanent positions.

With the conclusion of the fixed-term agreement, steps will now be taken to prepare for the third round of possible negotiations on atypical work, namely on temporary agency work.

The ETUC has made considerable progress during the three cross-sectional negotiations in the ability to lead a supranational negotiation. The gender mix in the negotiating delegations has played an important role in terms of the content and the quality of the negotiations and their results. A balanced participation of national confederations and European Industry Federations has also been important to assure a real collective input into the negotiations. Valuable expert preparatory work for the negotiations has been secured with the help of the ETUI.

Now that three framework agreements have been concluded, the time is ripe for an in-depth evaluation of the objectives and working methods developed by the ETUC to date. Such an evaluation will include :

- ◆ analysis of the relationship between cross-sectional and sectional level agreements
- ◆ reflection on the aims and objectives regarding "minimum" agreements
- ◆ examining the role of the Social Partners also in the application and follow-up of agreements
- ◆ discussion on how to improve the balance of power with the employers in negotiations
- ◆ the necessary review of the internal rules of procedure regarding application of Article 13 of the ETUC constitution

Regarding this last element, to note is that the ETUC Executive Committee adopted rules of procedures in October 1996 aimed at clarifying respective roles and responsibilities of the ETUC and affiliated organisations. A paper on working methods to complement and improve the rules of procedures was adopted by the Executive Committee in 1998.

Following the Social Dialogue mini-summit on 4 December 1998 in Vienna, the ETUC sent to UNICE and CEEP a list of priority issues to negotiate in the context of a work programme to be agreed independently by the Social Partners.

## 2.2 *Social legislation*

At the outset of the present Congress period, the situation was characterised by a stalemate in the Council on several initiatives which were already introduced,

by the Commission's hesitation to take new initiatives, and on top of this, attacks being launched against the existing EU body of social policy law.

In terms of the Labour and Social Affairs Council, this political climate was illustrated by the fact that it had tried without success to have part-time working contracts regulated and that it only managed to decide (at the end of 1994) upon the Directive on the organisation of working time when introducing important loopholes, including an exclusion of major groups of workers. Even then, the UK government took the unusual initiative of challenging the legal basis of this Directive at the European Court of Justice (ECJ), however without success. In addition, a discussion on a revision of the existing Transfer of Undertakings directive was launched with the objective of diminishing the protection of the workers.

Whereas the Commission's Social Policy Action Programme from 1989 contained more than 20 new legislative initiatives, the following Social Action Programme (SAP) tabled in April 1995 was almost totally clear of any new legislative initiative in the field of labour law. Instead, there were numerous preparatory papers (Green Papers, White Papers, Communications, Reports).

In contrast to this, the ETUC Congress resolution of 1995 gives a clear orientation on objectives, policies and concrete measures, including new legislative initiatives to be taken. Consequently, in the ETUC position specifically on the 1995 SAP (Executive Committee, July 1995), criticism was raised on the lack of new legislative initiatives from the side of the Commission. Likewise, the political obstacles on the Council level were strongly deplored.

Responding to this situation, the ETUC gave focus to the Social Partners' negotiation track, to rally support to defend the existing EU regulations from being dismantled and to press for the Council to take decision on pending proposals.

In parallel, the ETUC gave high priority to introducing proposals to the Inter-Governmental Conference so that the Amsterdam Treaty would have shortcomings in the Treaty remedied.

Like the ETUC, the European Parliament (Employment and Social Affairs Committee) criticised the second SAP of April 1995 for being too low-profile and lacking new real social policy initiatives, and invited the Commission to revise and improve it. At the beginning of 1996, the Commission opened a consultation process for a revision of the 95-97 SAP. In its contribution of March 1996, the ETUC (in its Executive Committee position) reiterated its criticisms of the state of play underlining that the social dimension was still far from completion and repeating its call for a number of concrete, new initiatives to be taken at European level. The importance was underlined of securing a level playing field at European level in view of the ongoing process of globalisation reinforced by the European integration process. While acknowledging the benefits of the necessary consultation on new challenges, the ETUC also made it clear that it would be unacceptable if an extended consultation procedure (with reports, Green Papers, White Papers, Communications, etc.) did not lead ultimately to concrete results and actions in building the social dimension, but in reality only served to prolong and postpone the decision-making process.

In view of the next delayed SAP, the ETUC (Executive Committee, December 1997) submitted a renewed contribution with concrete proposals to be taken (20 new initiatives in total). The ETUC recommended the new SAP to be based on a global approach (covering both European, national and sectional level actions), targeted at a strategic field for concrete action (on employment and working time, restructuring, freedom of movement, work organisation and working conditions, enlargement and European rights), and to be based on a strict timetable.

The 1998-2000 SAP, finally submitted by the Commission in mid-1998, did reflect a basic policy orientation as proposed by the ETUC (and the European Parliament), but it was even less specific than the previous SAP. Apart from announcing initiatives to be taken in view of the entering into force of the Amsterdam Treaty (Art. 13 on non-discrimination) and the continuous updating of the rules governing freedom of movement, no new legislative initiatives were announced as a follow-up of the extended consultation processes on the different issues. Instead, reference was made to new communications still to come.

Regarding new legislative initiatives, the same low profile line was reflected in the Commission's working programme for 1999. Apart from Article 13 on non-discrimination and the field of freedom of movement, the legislative programme only contained one long outstanding follow-up initiative, on the excluded sectors of the working time Directive.

For the present Congress period, it can be noted that the Social Partners negotiated (legislative) agreements have played an important role for the development of the EU body of social policy regulations (parental leave, part-time and fixed-term working contracts).

On the traditional legislative track, only two of the proposals already introduced into the Council pipeline before the beginning of the present Congress period have been finalised: a revision of the Directive on the transfer of undertakings/protection of workers' rights and the new Directive on cross-border posting of workers.

However, the revision of the Directive on the transfer of undertakings/protection of workers' rights has been hanging as a threat to dismantle the existing protection of workers' rights. Throughout the decision making process, the ETUC has worked very actively to prevent such a detrimental development. The EP played a crucial role in this process to safeguard workers' rights, making the most of its influence in the decision-making process vis-à-vis the Commission and the Council. During the UK EU Presidency (in the first half of 1998) the Council unanimously agreed on a revision. Although still questioned by ETUC on certain aspects, it may also be noted, however, that some improvements have been introduced. Given the options for the Member States in transposing this Directive, this constitutes an important follow-up activity for the ETUC and its affiliates, as litigation will continue to do in the coming period.

Another Commission initiative (1998) to establish an intervention mechanism in the field of the internal market regulation, became a high priority for the ETUC. The initial proposal of the Commission would have constituted as a side-effect a damaging threat to basic trade union rights, including the rights to industrial action. Through an intense level of contact with Member State governments



and the Commission by the ETUC and its affiliates - and, once more, the EP's utilising its influence in the decision-making process - the final decision of the Council on the intervention mechanism, instead of threatening trade union rights, explicitly stated for the first time in a legal text that the basic trade union rights, including the right to industrial action, are to be respected on the EU internal market.

The ongoing discussion of a revision of the Internal Market regulation on public procurement has been given high priority by the ETUC. The ETUC is very actively rallying support for the full inclusion of a social clause in the public procurement provisions (Executive Committee, December 1997). The ETUC has pursued this in the respective advisory committee, in contacts and contributions to the Council and the EP. Although still pending, the EP resolution (of January 1999) constitutes important progress in having the long-standing demand of the respect of basic labour rights included in the revised provisions. This issue will continue to be a high priority for the coming period (which is also linked to parallel demands as regards the EU external trade agreements such as WTO).

The ETUC Social Policy Standing Committee (SPC) has focused on the pending EU issues and on how to tackle proactively the new imminent challenges.

Some of the main issues discussed have included social protection, fundamental social rights, atypical working contracts, contracted labour, work organisation, and individual dismissals.

In order to strengthen co-operation amongst and with affiliates and optimise legal support for the ETUC, the Netlex network, composed of legal experts of the affiliates and co-ordinated by ETUI (and also co-operating with the ETUI academic group of legal experts) has been under continuous development in the present Congress period.

Netlex has played an important role in securing legal advice to the ETUC on topical issues in the period, and in preparing comparative legal background documentation for the IGC proposals on fundamental social rights, for new specific political initiatives and for the Social Partners negotiations. The fundamental trade union rights and the issue of Europeanisation of industrial relations have been amongst the key issues. The annual conferences and the working parties have played an important role in developing co-operation amongst and with the affiliates. A number of initiatives are envisaged or being applied to further develop the Netlex, including an early warning and monitoring of the ECJ track. Communication via the ETUC/Netlex web page is being developed to foster these objectives.

The revised Amsterdam Treaty, with its inclusion of the Employment Title and an improved social policy chapter (a new provision on social inclusion, a single procedure integrating the social protocol procedure), marked a shift in political trend from deregulation and non-action at European level to giving top priority to employment as witnessed particularly in the Luxembourg employment process.

While agreeing on the added value of common policy strategies (and so fully recognising the valuable perspectives of the Luxembourg employment process through the NAPs), the ETUC also underlined the importance in the area of social policy of continuing to develop the European legal framework and the floor of minimum social standards.



The case of the closure of the Renault Vilvoorde plant in spring 1997 showed this necessity very clearly, and the ETUC reacted by demanding a revision of the related EU directives and effective measures to ensure the workers' rights to be informed and consulted.

Given the high level of industrial restructuring as a consequence of globalisation and European integration, this case additionally highlighted, as underlined by the ETUC, the importance of establishing an anticipatory industrial policy strategy at European level; if not, ongoing industrial restructuring could easily have negative consequences for workers. Two key proposals of the high level group on economic and social impacts of industrial restructuring (December 1998) echoed the ETUC recommendations: to establish an industrial observatory to support the anticipation of industrial change and to oblige enterprises to submit an annual social report. One of the priorities in the next Congress period will be to have the anticipatory industrial policy framework put into practice at European level, including the establishment of the industry observatory as a support for the sectional social dialogue.

Coinciding with the Renault case in spring 1997, the Commission submitted a Green Paper on partnership for a new work organisation. It should be noted with satisfaction that this Green Paper confirmed the switch in the general trend (introduced with the Luxembourg employment process) underlining the objective of pursuing the high-quality development road, including striking a balance between flexibility and security, and building partnership in accordance with the European social model.

In its contribution to this Green Paper, the ETUC (Executive Committee, October 1997) underlined among other things that changes in the organisation of work should take place on the basis of a combination of collective agreements and legislation, and that the European social dialogue track should be developed to make its contribution in developing the different types of partnership. One outcome of the debate in the ETUC (within the Social Policy Committee) was a comprehensive background report and a seminar on enterprise case studies.

In autumn 1998, the Commission submitted a Communication as a follow-up to the GP discussion. The ETUC noted with satisfaction that the overall thinking largely corresponded with its recommendations as regards the pre-conditions and objectives of modernising the work organisation. However, at the mini-social dialogue summit in Vienna in December 1998, the ETUC also deplored the fact that the Commission did not itself intend to take any legislative initiatives as regards methods and instruments, but transferred the European-level responsibility to the Social Partners to find solutions and build partnership. While recognising the important role of the Social Partners to negotiate solutions, it is also clear that the need for legislative initiatives also exists if the objectives of modernisation of the work organisation are to be realised.

Nevertheless, one has to face the fact that several legislative initiatives recommended by the ETUC in the field of social policy (from 1995 or before) still remain to be taken by the Commission. Apart from health and safety, in the present Congress period 1995-1999, only one fresh new legislative initiative was submitted from the Commission in the field of labour law, i.e. on workers' rights to information and consultation in undertakings in Europe and no

decisions were taken by the Council based on the old key social policy article 118 A.

### 2.3. *Health & Safety at work*

Compared to the previous Congress period, which saw intensive activity in that numerous new directives were put in place, the current Congress period has seen a noticeable slowing down in pace on the EU legislative track, based on Maastricht Treaty article 118A.

This of course reflects in part the fact that a substantial contribution has already been made to the EU social dimension as regards minimum standards in the field of health and safety, and that the Member States felt that their hands were already full as they were busy transposing and implementing the existing directives. Consequently, the interest in devoting attention to follow-up, non-legislative support measures moved higher up the EU agenda

In the present Congress period, the Council has adopted or reached a common position on 8 directives, and discussions on two directive proposals have been initiated.

The ETUC, supported by the expertise of TUTB in particular, has been continuously following and actively contributing to the decision-making process on these issues - both on a preparatory level (via the ACHS) and in influencing the Council and EP.

At present, there are no longer any Commission legislative proposals being "kept on hold". It can therefore be noted that a legislative stalemate did not occur in the field of health and safety to the same extent as was the case for social policy in general. Apart from the majority ruling modus, the broad consensus which was maintained on an EU health and safety dimension was important. Nevertheless, it should not be overlooked that the demand for impact analysis linked to the "less-but-better" principle can become a negative political "wild card" when introducing new legislative initiatives. Consequently, the ETUC has underlined the necessity of applying a socio-economic impact concept.

The initiatives of the Commission in the present Congress period have been based on its Communication on the 4th rolling health and safety action programme 1996-2000, launched in mid-1995. The ETUC (Executive Committee October 1995) welcomed the submission of the long-awaited programme as such and acknowledged the importance of non-legislative follow-up measures to support an efficient application in practice, of the EU rules. On the other hand, the ETUC sharply criticised the idea that in principle, the Commission would only consider new legislative initiatives as "the last resort", to be otherwise avoided if possible. Referring to the still high level of accidents and occupational diseases as well as the new emerging risks, the ETUC underlined that "appropriate new legislation at Community level will be indispensable, also in the future".

The ETUC stressed the necessity of securing appropriate resources to enable the fulfilment and in particular of ensuring the proper involvement of the Social Partners, including in the ACHS.

The institutional issues have been prevailing problems throughout the present Congress period and are questions to which the ETUC has had to devote high priority. One positive development has been an own initiative reform of the ACHS carried out in 1997, which for example, enlarges in practice the scope of the committee's mandate to cover all H&S-related Commission initiatives. The application of the Amsterdam Treaty and the new role of the Social Partners, which is a high-priority issue to be settled in the short term, will set the terms in a decisive manner for the work in the field of H&S for the coming Congress period.

In spite of the problems experienced, the ACHS has proven itself to be a key tripartite advisory committee, which, seen from an the ETUC point of view, has played and can continue to play an important role in maintaining momentum in terms of new initiatives at EU level. In addition to the traditional pre-initiative consultative tasks of the ACHS, a new and topical role, strongly endorsed by the ETUC, concerns the tripartite debate on the evaluation of application at EU level. The TUTB has already contributed in a major way with its own resources to generating such a debate, for example at the TUTB application conference in December 1997.

In the present Congress period, the European Court of Justice (ECJ) has decided in the case of two principal and far-reaching EU working environment cases which quite rightly received much attention.

In the first case, the UK government challenged the legality of the EU working time Directive; however the ECJ ruled (in 1996) that the organisation of working time (including annual holiday period) was in compliance with the Art 118 A working environment concept.

In the other case, the Advocate General in the Italian Borsana case (ECJ C-2/97) came up with several highly dangerous recommendations in his report, which would have undermined the application of the basic principle of EU minimum standards in Art 118 A, if the ECJ had agreed with him. The ETUC reacted strongly, urging the EU Member States to demand a reopening of the case. Fortunately, the ECJ judgement fully reconfirmed the existing interpretation of the minimum standards in Art 118A.

Together with the Art 118 A working environment directives, the Art 100A internal market construction directives play a crucial role for the protection of the health and safety of the workers in combating the core risks. Following the new technical method, the so-called essential requirements are to be defined by the EU standards through the CEN/CENELEC procedure.

The TUTB, which has its 10th anniversary in 1999, fulfils an indispensable role for the European trade union movement in contributing to this standard setting process. The TUTB will continue to be a crucial instrument of the ETUC to ensure an improvement of the existing directives and the reinforcement of the co-operation between the trade unions in the future.

The ETUC activities and positions have been based on the 1995-Congress resolution as well as on the three Executive Committee resolutions adopted in the present congress period.

It can be noted with satisfaction that several of the demands and action proposals highlighted in these ETUC resolutions have in the meantime been initiated and concluded.

The focus has been on initiatives to be taken to fill existing loopholes (for example, on asbestos), but increasingly during the present Congress period, these initiatives have also been broadened to cope with the new health and safety challenges within the broader working environment concept. These include occupational diseases not linked to the traditional agents but to the bad design of work equipment, work organisation and/or atypical contract forms, and the changes in the labour market.

In addition to the valuable expert support and co-operation in the framework of the TUTB, the ETUC has organised several seminars in the present Congress period, focusing on preparing new political initiatives in the field of health and safety (multidisciplinary occupational health services, muscular-skeletal disorders, casualisation and the changes on the labour market, and the evaluation of the application of directives).

In the ETUC resolution "Towards a better work environment" (Executive Committee, March 1997), a general updating of the ETUC's positions of principal priorities and demands in view of political development and the new challenges was established. Addressing the three-fold challenge (new risks, institutional difficulties and trade union challenges) the priorities tasks were outlined for the legislative level, the political level and for the trade unions.

One of the major initiatives launched with this resolution has been the European trade union campaign on musculo-skeletal disorders (MSD). This campaign is reflected in national activities and campaigns presently running in many countries. The objective is threefold: to contribute to solving MSD problems, to support the development of the H&S profile of the EIFs, and to have a concrete feed-back to Europe on the effects of EU minimum standards, especially the preventive approach, and to identify shortcomings. Until now the ETUC has organised task-force seminars (with the support of TUTB in spring 1998) to support the campaign. The TUTB contributed a trade union survey to this campaign. The EP signalled its awareness of these problems, as did other European institutions. It seems obvious that the MSD issue will still remain a high priority in the coming Congress period.

Another high-priority ETUC activity, also highlighted in the March 1997 resolution, has been to rally support for the demand for a general ban on asbestos and for preventive actions to protect workers against exposure to the existing asbestos. In October 1998, the ETUC Executive Committee adopted a resolution specifically addressing these demands and called for urgent action. Decisive progress can be registered in respect of these demands, despite the opening by the Canadians of the WTO complaint procedure against a European ban.

In the March 1997 ETUC resolution, the importance of building co-operation with the newly affiliated organisations in the CEEC was highlighted, in view of the ongoing economic transition and the enlargement process. Two specific seminars have been organised in the context of the national co-ordination committees to foster co-operation with and amongst the national H&S co-ordinators. Within the TUTB, an expert network has been established. The ETUC

has long demanded that the Social Partners representatives from the applicant countries should have observer status in the ACHS.

## 2.4 *Social protection*

Although social security issues in particular and social protection in a general fall within the competence of the Member States, the Commission and the Council have taken a number of initiatives in this field over the last four years and have stimulated considerable discussion on these questions.

These issues cannot remain untouched by the effects of the implementation of the Maastricht convergence criteria and the introduction of the Euro.

How has the ETUC approached this debate? How has it confronted the challenge of social protection which is certainly an issue at the heart of trade union concerns, but often jealously confined to national circles?

Firstly by equipping itself to become involved in the discussions initiated by the Commission on this topic, to which the social partners were invited to contribute and to bring about action on its priorities and its demands.

The means employed fell into two categories.

The ETUC set up a working group of trade union experts in the field, and in collaboration with the ETUI organised a conference bringing together trade unionists and researchers in order to analyse the impact on social protection of changes in society and, in particular, in the world of work, and to explore new approaches. The conference certainly provided material for the positions that the ETUC developed subsequently.

The working group set up by the ETUC tackled the various themes developed by the Commission.

Thus, to mention only the most recent tests, in March 1997 the Commission published a Communication on *Modernising and improving social protection*, which followed up from the 1995 Communication on *the Future of social protection: framework for European discussions*.

More specifically, in the second Communication of 1997 the Commission analysed inter alia the challenges facing social protection systems by, for example, the question of unemployment and the proliferation of contracts for atypical types of work (part time, fixed term contracts, "false self-employment", etc.) or the ageing population. Following the work carried out by the social protection working group, a position paper was produced and proposed for adoption by the Executive Committee on 6 March 1998. The ETUC reaffirmed:

- ◆ Its willingness to defend the European social model, and particularly social security systems and the principles on which they were constructed, the principles of solidarity and social insurance.
- ◆ The need to meet the new requirements that are appearing, which means finding new sources of finance, whilst adapting existing forms.
- ◆ Regarding retirement pensions, its desire to promote "pay-as-you-go" funding systems based on solidarity between the generations and between the retired themselves.

- ◆ Regarding health services, to oppose the privatisation of the social security system, which would expose the organisation and cover for care to market forces.
- ◆ Its willingness to act to improve the ability of employees to reconcile their working and family lives.

For its part, the Women's Committee issued an opinion on the part regarding the individualisation of rights.

Similarly in June 1997 the Commission (DG XV) published a Green Paper on supplementary pensions in the Single Market, and it invited the social partners and all interested parties to involve themselves in discussions and make appropriate contributions. For this reason the ETUC addressed a letter to DG XV in which it reiterated its positions and demands regarding the pension issue.

After reiterating the ETUC's attachment to statutory pension schemes and their funding by the pay-as-you-go method, the General Secretary noted certain demands, particularly :

- ◆ The ETUC does not wish to see the implementation of *financial* supplementary pension schemes under which pension payment levels will be governed by stock market conditions or currency fluctuations.
- ◆ If supplementary systems must be set up, the ETUC calls for them to be systems which assure guaranteed rights to their members, not competing with statutory systems, whether they stem from company or sector-wide agreements, and for the social partners and hence trade union organisations to be associated with their management.

Latterly, in June 1998, the Council adopted a directive on *the protection of the supplementary pension rights for migrant workers*. As part of further work on the subject in collaboration with the industry federations involved and Eurocadres, the ETUC, whilst welcoming this Council initiative, tried to bring influence to bear on the drafting of the directive in order best to defend the interests of workers, the retired and their families.

However, as the act of responding to the Commission Communications did not engage either the Member States or the social partners in any significant or constraining fashion, the ETUC acted to make good this deficiency by proposing a similar methodology at European level to that of the Employment Guidelines, when the EU sets itself targets and a timetable, whilst leaving the choice of method to the Member States. Thereafter follow-up and assessment procedures with the social partners' involvement was put into action. However we cannot ignore that in certain areas recourse to minimum standards, such as minimum incomes and pension levels, remain appropriate. The difficulty in obtaining these is explained by the Council's decision-making procedures which require unanimity.

The ETUC, in collaboration with EURES, the European network of social economy insurance companies, has drawn up a code of conduct for pension fund management. It lays down that pension funds, to the extent that they are intended as a supplement to pensions and not just a savings product, must be collective and compulsory and must at least give pride of place to enterprise or sectional agreements. Criteria for trade union participation in pension funds were specified.



Finally at the most recent Social Forum, the ETUC worked alongside the NGO platform to strengthen the role of statutory social protection schemes to combat the mechanisms of exclusion and to underline the importance of new sources of finance. Finally we highlighted the current discrepancies between the measures provided for in the major economic approaches and the development of the aim of social cohesion.

Without laying any claim to exhaustiveness, it seems appropriate at this point to mention the work carried out within the group on the co-ordination of social security systems with the aim of simplifying the Community rules for the co-ordination of social security systems (regulations 1408/71 and 574/72).

This subject is important to workers moving within the EU, generally labelled as frontier and migrant workers. The co-ordination of social security made concrete in Regulation 1408/71 is a corollary to the free movement of persons. On this issue the Commission has produced proposals for amendments, e.g. extending the scope of Regulation 1408/71 to cover civil servants, students and trainees and to third country nationals. On each occasion the ETUC has given its opinion either in writing or to the migrant workers' social security advisory committee which deals with issues in connection with co-ordination.

In order to prepare its position taking account of various scenarios for movement, in recent years the ETUC organised preparatory meetings for the Advisory Committee, bringing together committee members, workers' representatives, as well as trade union Euroadvisers and ITUC members whose task was to obtain information, opinions and advice on living and working conditions in frontier regions within a body named EURES Cross-border, and representatives from the industry federations concerned, including Eurocadres and the EFBWW.

The Commission has just launched a proposal to simplify and reform the regulation. The ETUC has been involved in the preparatory work.

In 1996 the Commission set up a high level group to examine issues connected with the free movement of persons, chaired by Simone Veil. The ETUC played an active role within the group and at the hearing of social partners. Following on from the group's conclusions, the Commission then launched an action plan for free movement. Legislative proposals are now on the table, easing the free movement of family members, keeping families together, professional recognition through the introduction of the principle of equivalence of positions, procedures for obtaining residence permits and, on the prompting of the social partners, regarding the merger of the committees on free movement and migrant workers' social security.

It goes without saying that, as with the problems in connection with the co-ordination of social security for migrant workers, these proposals are under discussion at the ETUC, i.e. with the members of the Social Security committee, trade union Euroadvisers and the professional federations concerned.

## *2.5 Policies for the cross-border regions*

As in the case of equality, it can be said that all EU policies have an impact on frontier regions. However, the EU has provided particular tools under its employment policies to encourage the mobility of workers, and has introduced

measures under its structural policies to help these regions to "catch up" economically.

In 1992 the EU set up a measure called "EURES-Cross-border", a structure for collaboration and the provision of services, which was given certain tasks. The measure aims at circulating information regarding labour supply and demand and living and working conditions between the regions concerned for public information purposes, and also to draw up an inventory of training opportunities, and provide a framework for co-operation and social dialogue between the social and economic partners regarding employment. This partnership consists of representatives of public employment services from two or more Member States and representatives of the social partners, including the ITUCs whose Euro-advisors are charged with providing information and advice on working and living conditions

The ETUC co-ordinates the ITUCs within EURES-Cross-border, vis-à-vis the European institutions and more especially the Commission. There are now 18 EURES-Cross-borders spread across various frontier regions with a total of 62 trade union Euro-advisors.

In practical terms this means that the ETUC co-ordinates ITUC contracts with the Commission, and regularly takes positions regarding the issues arising from the implementation of the programme.

The ETUC holds an annual meeting for Euro-advisors to bring them up to date with problem areas such as social security, taxation and the recognition of vocational qualifications. These meetings provide valuable support when taking up a position in the Advisory Committee on social security.

In 1995 the Commission launched three pilot projects regarding social dialogue in these areas in the context of EURES-Cross-border. As with the European social dialogue, it is not always easy to convince the employers or to get them involved. However, obstacles to mobility, including those related to training and the recognition of qualifications, are areas for co-operation. We will give two examples. The first comes from the sectoral level, the construction industry, in a Dutch-German region, where a social dialogue has been set up regarding the recognition of qualifications.

The second example is at the cross-sectoral level, concerning social dialogue in the same Dutch-German region and in the Swedish-Danish border region, where vocational training is being successfully organised for the unemployed from both sides of the border.

It is possible that the arrival of EMU will accelerate the process of co-operation between employers and trade unions. It must not be forgotten that the frontier regions are now acting as a test bed, showing up dysfunctions first in the internal market and then in EMU itself. Wage and non-wage cost comparisons are more easily made, and in frontier regions with significant traffic across the border, pressure may be exerted to bring about a social dialogue.

Turning to structural policy, and more particularly to the Structural Funds, the EU has decided to continue the INTERREG II initiative for the socio-economic development of the Euro-regions. Under the Rules of the Structural Funds, the social partners may be involved in the planning, follow-up and evaluation of this initiative. This does not always seem to be the case for the ITUCs. However,

several ITUCs are running projects under the INTERREG programme, especially those working in regions which have borders with the CEEC, such as the German-Polish-Czech Euro-region known as Elbe-Neisse, and the Slovenian-Italian region. These projects involve trade union and vocational training, and the creation of an employment observatory. It must not be forgotten that the ITUCs in regions which border on the CEEC cannot have a EURES-Cross-border the legal basis of which is solely designed for areas with freedom of movement.

Finally, European employment policy, through the guidelines and the implementation of national employment plans, may have considerable potential for the border regions if the EU and States so decide.

These different measures, badly or rarely co-ordinated both at European level and within the frontier regions, reflect a fragmented and inconsistent policy approach. What is needed is a specific, co-ordinated policy for the frontier regions, going hand in hand with a horizontal approach and aiming to establish an environment favourable to job creation.

### **3 - WORKERS' RIGHTS AND INDUSTRIAL CHANGE**

#### *3.1 - European Works Councils*

Article 13 of the EWC-Directive opened up the possibility to conclude agreements before the implementation date of the directive on 22 September 1996. The Executive Committee of the ETUC on 5 and 6 October 1995 renewed "its call on all the undertakings concerned to begin negotiations with the unions as of now" and asked the secretariat to "develop some key issues for negotiations".

The "protocol of procedures" for "negotiations on the creation of European Works Councils" was agreed upon with the Industry Federations in February 1996 : The initiative for opening negotiations should normally come from a European Industry Federation. Trade unions from the UK, Switzerland and Central and Eastern European Countries should become involved from the beginning in the process of setting up an EWC. As essential for the good functioning of any EWC, the protocol identified the right of employee representatives to have preparatory meetings among themselves, to invite trade union experts, joint preparation of the agenda of meetings, timely information and consultation. "There should be", the protocol said, "a fair and balanced representation between men and women in the EWC and gender perspectives should be introduced into the work of the EWC". The protocol served as orientation for negotiations or for the adoption of more specific guidelines for negotiations by the individual Industry Federations.

The call for negotiations had a tremendous echo. Some 420 voluntary agreements were concluded before 22 September 1996. The negotiations were carried out by the competent Industry Federation. In certain cases the ETUC secretariat provided for co-ordination. The secretariat continued its efforts to develop support for EWC's. A brochure with an analysis of the EWC-Directive was published in three languages and has seen two "official" editions. Many member organisations took the initiative to translate the text into other languages.

The ETUC welcomed that the transposition of the EWC-Directive was prepared in a joint working group of Member States. The Executive Committee 5 and 6

October 1995 regretted „the fact that Social Partners were not asked to join this group“. The secretariat decided to set up a working party of the ETUC itself, to collect all available information and to give orientation on critical aspects of the transposition.

Member organisations were constantly updated on the progress of transposition. More than 40 working papers were issued on the subject, a brochure on the transposition was published in three languages and ample information was placed on the home page of the ETUC.

In 1994, when the EWC-Directive was adopted, there were less than 40 agreements. Five years later, we have more than 500. There is already plenty of experience, on negotiations, on information and consultation, on what a European Works Council needs in order to work effectively. A first evaluation of agreement and practice within EWC's was made at the joint the ETUC/ETUI-conference in October 1996. A second, smaller conference, organised by the secretariat, took place in February 1998.

So far the ETUC has largely dealt with the companies that are doing good housekeeping. The other ones are a nut that is harder to crack. To set up a Special Negotiation Body sometimes comes close to squaring a circle. The EWC is there to bring workers into contact. But in order to get one, they have to have some contacts already, otherwise they won't be able to present the demand to set up a Special Negotiating Body. European Industry Federations often co-ordinate the presentation of the demand to set up an SNB, but they have no official role in the Directive. Quite a lot of companies went through restructuring and mergers. They preferred to do this without a European Works Council.

The practice of information and consultation far too often has not much to do with the objectives as described in the EWC-Directive. Sometimes, there are no documents available, information is given orally. Consultation is not taken seriously. Again and again, workers' representatives in European Works Councils are simply presented with a *fait accompli*. Renault-Vilvoorde is just one example of many. Sometimes EWC-members have to glean information about company restructuring measures from the press. All too often, company management only sees the European Works Council as a body, which can be used to legitimise decisions that have already been taken. The chance for dialogue with workers' representatives is not used. The Volkswagen- and Arbed-agreement and others, however, provide for consultation early enough for the views of the EWC-members to be taken account of in the decision-making process

On the basis of the manifold practical experience, the ETUC started in 1998 to reflect on the review of the directive. According to article 15 of the Directive, the Commission shall, not later than 22 September 1999, in consultation with the Member States and with management and labour at European level, review the operation of the Directive.

ETUC, UNICE and CEEP jointly organised a conference under the heading „European Works Councils, practices and development“ in April 1999 in Brussels, with 600 practitioners attending.

### 3.2. *The European Company*

The completion of the single market has given new dynamic to the debate on the European Company Statute and on workers involvement in the European Company (SE). The late nineties have seen a wave of mega-mergers. This development is not yet completed. In the Euro-zone, undertakings might be increasingly interested in the SE-statute to facilitate the operation of business that is run on a purely European basis. The ETUC sees the SE-statute as possibility to make a step forward towards democracy in economy.

With its communication of 14 November 1995 on information and consultation of workers the Commission opened the debate. The ETUC suggested setting up an expert group to assess present arrangements for involvement of workers. The group was set up by the Commission in November 1996 and chaired by Etienne Davignon. Its former president Ernst Breit represented the ETUC. The Executive Committee of the ETUC 6 and 7 March 1997 underlined the necessity to have "a European framework for participation", filled in by Social Partners. The final report of the "Davignon-group", May 1997, stressed, that the future of an SE depends above all on close and permanent involvement of workers in the decision-making process at all levels. In view of the variety of different systems, the most appropriate way of establishing worker involvement for each SE should be sought through negotiations. The ETUC Executive Committee, 4 and 5 December 1997, "supported the approach of the expert group: negotiations between the founders of the SE and workers' representatives on the more detailed form which participation should take" and of having a European reference clause.

The Davignon-report was taken up by four subsequent presidencies of the European Union: Luxembourg, United Kingdom, Austria, and Germany. A compromise at the Social Affairs Council December 1997 was not possible. A European reference clause was rejected by an overwhelming majority of Member States. The Austrian Presidency made considerable efforts in close co-operation with Social Partners, but again the social affairs council of December 1998 failed to come to a conclusion.

The ETUC insisted that no SE should be founded without participation. The draft regulation on the SE statute takes care of our argument. A SE may not be registered unless arrangements for employee involvement have been determined.

The transformation of a national plc into a SE gave rise to many concerns, it might be used to escape from national regulations. Our arguments were convincing. Member States shall take appropriate measures, the Austrian Presidency suggested, to prevent misuse. If there is participation in the company to be converted, the "Special Negotiating Body" cannot cancel the negotiations. Any agreement cannot be below current levels of workers involvement. Collective agreements and national bodies of workers' representation (central works councils) are maintained. These are strong safeguards and the concern seems no longer to be justified.

European Industry Federations have an essential role to play in transnational negotiations, in order to ensure consistency of negotiations. They are now mentioned twice, and this for first time in any European Directive. The practice of negotiations on European Works Councils has shown how important a reference clause is for keeping the parties at the negotiating table. The ETUC thus demanded a reference clause for information, consultation and participation.



The reference clause on information and consultation should take up all the experience made so far in European Works Councils. The subsequent presidencies suggested to set up a "Workers Representation", comparable to a European Works Council, for matters of information and consultation. Information and consultation shall permit the "Workers Representation" to undertake an in-depth assessment of the possible impact of any measure prepared by management and shall take place at a time, in a manner and with a content which allows the employee representatives to express an opinion. Where the management of the SE decides not to act in accordance with this opinion, the "Workers Representation" has the right to a further meeting with a view to seeking agreement. This is a considerable effort to take the lessons from the Renault-case.

If there is no agreement on participation, there should only be a reference clause, the British Presidency proposed, if participation existed "before", in one of the companies participating in the creation of the SE. The ETUC argued in vain for a European reference clause. The debate was a difficult uphill-struggle.

The compromise finally worked out at Council provides for standard rules that are applicable:

- ◆ In the case of an SE created by conversion, if there is participation in the converted company
- ◆ In the case of an SE established by way of merger, holding, or forming a subsidiary, if there were one or more forms of participation, covering more than x % of the employees
- ◆ In the case of a SE established by way of merger, holding, or forming a subsidiary, if there were one or more forms of participation covering less than y % of the employees, and if the SNB so decided.

There will be a lower threshold for mergers (x %), a higher threshold (y %) for holdings and subsidiaries. The ETUC is trying to keep both thresholds as low as possible.

What applies then as standard rules at the SE level, is the "highest national system". The employees of the SE will be able to elect, appoint, recommend or oppose a number of members of the administrative or supervisory body of the SE that is equal to the highest proportion applicable in the participating companies.

The ETUC started as soon as 1996 with a strategic debate on the consequences the creation of a SE might have both at European and at national level. The early preparation permitted the secretariat to develop concrete solutions and therewith to influence the debate at Council, within Parliament and at the Commission. The member organisations haven been updated continuously, the website was used to inform both member organisations and the general public.

### 3.3 *The new initiative for information and consultation*

Rights of workers and their representatives to be informed and consulted exist in almost all the Member States of the European Union. But there are huge differences between Member States. The rights to be informed and consulted are limited in Spain, Portugal and Greece. There is comprehensive information and consultation in France, Belgium, the Netherlands, and Luxembourg, in



Denmark, Austria and Germany and most of the Scandinavian countries. Information on a whole range of economic issues, such as forward-planning documents and investment plans is widespread and systematic in France and Germany, whereas Mediterranean and Anglo-Saxon countries provide this information in a very arbitrary or irregular way.

Legislation of the Member States is scattered and rather patchy. In order to ensure that employees in the European Union share the same basic rights to information and consultation and participate in managing change, a European Directive is necessary.

Consultation of the Social Partners started in November 1997. The Executive Committee of the ETUC in December 1997 gave the green light for negotiations with UNICE and CEEP on information and consultation. The Executive Committee of March 1998 adopted a mandate. The CEEP also agreed to negotiations, but UNICE refused. . Finally in November 1998, after the German elections, the Commission issued the long-promised Directive.

The ETUC welcomed the draft, although the text was considerably watered down. Information and consultation are, as the Commission correctly underlines, a factor contributing to the success of the undertaking. It is difficult to understand, however, why the right to information and consultation should be limited to companies with fifty and more employees, why forward management of employment should be of importance in companies with more than 100 employees only, and why the public sector is excluded from the scope of the Directive. Information and consultation, the ETUC underlined, need to take place before decision-making, in the planning phase, if the undertaking is to benefit from consultation procedures and if workers representatives really are to participate in managing change.

The proposed directive authorises "the Social Partners" to conclude agreements at all appropriate levels, included the level of the undertaking. The notion of Social Partners is not well defined. For the sake of clarity, it would be better to mention trade unions and employers as negotiating partners. Such negotiations should take place at national level and not at the level of the undertaking, as any other approach would run against existing national systems of industrial relations.

The secretariat started reflection on how a European framework for information and consultation of workers could look like early in 1996. Since the Commission in 1998 published the proposed Directive, we have issued a series of working papers on different subjects such as information and consultation in the public sector, in SME'S etc.

In April 1999 the European Parliament adopted a position on the proposed directive. The Parliament demanded considerable improvements, among others a strengthening of information and consultation, and the extension of the directive to public services. Member states are requested to promote social dialogue in SME'S, so that the general objectives of the directive apply to SMEs as well. The ESC will adopt its position in June 1999. Unfortunately the German Presidency was not ready to take the item up.

### *3.4 Trade unions and the information society*

There is a need for a new regulatory framework, if Information and Communication Technologies (ICTs) are to promote the cohesion of European societies. The transition to new forms of work organisation shaped by ICTs should take place in a spirit of mutual co-operation between the Social Partners. So far, public debate on the institutions of working life is often confined to simplistic arguments on regulation or deregulation. These were the guiding principles of the resolution, the Executive Committee of the ETUC adopted on December 1996 in response to the Commission's Green Paper "Living and Working in the Information Society".

ICTs offer a possibility to overcome one of the major weaknesses of European industry, the lack of relationship between technological and organisational innovation.

The ETUC is looking for dialogue with all interested parties, which intend to use ICTs in such a way that they promote employment and improve working conditions. More detailed analysis is essential about what consequences the use of ICTs could have for which regions and industries, and how the breakdown of jobs by gender is likely to develop.

Trade union access to corporate networks is one of the keystones of a new system of industrial relations in the Information Society. Teleworkers should have the right to use company networks for communication, especially with trade unions and workplace representatives. Trade unions and workplace representatives should have the right to distribute information to teleworkers via the company-networks. Online-workers should have online rights.

The impact of the information society on industrial relations was a topic of major activity for the secretariat. We have promoted several projects that permitted us to gain knowledge and experience, such as "Models of Industrial Relations in the Information Society" (MIRTI) and the "Media Union Information Society and Education Network" (Musenet). At present our aim is to set up a European observatory on telework, collecting agreements and respective regulations from all the Member States of the European Union. Our objective was to collect practical evidence on the impact the information society has for industrial relations, to disseminate the experience and to reflect on its consequences for trade union strategy. Whereas the information society was almost absent from the ETUC's activities before the Brussels' congress in 1995, we have now established a considerable profile with the European Institutions as well. That the ETUC was invited to all major European events on telework and the information society and employment. There is still much work to be done. This work mainly concerns a European framework for telework and for industrial relations in the information society. As the initiative on telework, which the European Commission announced as far back as 1996, has never materialised, the Social Partners should take the matter in their hands.

#### **4. AGAINST ALL KINDS OF DISCRIMINATION**

##### *4.1 Policies for equality*

The ETUC's activities, especially those of its Women's Committee, belong in the context of the fourth medium-term Community action programme for equal opportunities for women and men, and the IGC which led to the Treaty of Amsterdam.

To achieve the aims set by this fourth programme, including the promotion of equal opportunities in a changing economy, the reconciliation of family and working life of women and men, and the balanced participation of women and men in the decision making process, the EU has a number of means available. The ETUC has chosen to focus its actions on legislative measures (implementing existing legislation, and proposals for new legislation) and on the systematic inclusion of the equality dimension - gender mainstreaming - in other EU policies.

Turning first to legislation, the ETUC has put the accent on the implementation of the equal pay legislation. The Commission had drawn up, for the use of the Social Partners, a "Code of conduct concerning the application of equal pay for women and men for work of equal value". The ETUC, through the Women's Committee and its affiliated organisations, organised meetings and seminars both nationally and at the European level to measure the impact of the Code and to breathe new life into deliberations and actions concerning wage inequalities. The under-valuation of positions which are mostly occupied by women linked to mechanisms for segregation at work, and the methods of wage regulation, which vary from country to country, were identified as the main causes of inequality. At the European level the ETUC calls for legislation to improve the implementation of wage equality, such as the gathering of data by branches at national level and reconciliation procedures at local, enterprise level, where a worker feels she has suffered wage discrimination.

The second important issue regarding legislation concerns the IGC. Discussions and lobbying actions have taken place with the European Women's lobby. Since then, there has been continuing co-operation with the EWL. Among the positive results is the inclusion in the Amsterdam Treaty of equality as an EU objective, and the integration of the equality dimension in all EU policies as a means of achieving this aim.

The ETUC worked together with the EP during the preparatory phase of the Council's decision over the Directive regarding the burden of proof in cases of sex discrimination. The ETUC, together with the EWL, has criticised governments for taking a step backwards on equality. The ETUC and the EWL believe that any directive on the burden of proof must at the very least contain a definition of indirect discrimination. This is fundamental, insofar as despite Court judgements many Member States have not incorporated this principle into national laws, particularly social security laws.

Finally, the ETUC has called for a revision of the maternity Directive (regarding the introduction of measures for improving the health and safety of pregnant and nursing women at work). A report on the practical implementation of these arrangements, which includes the opinions of the Social Partners, should have been available since 1997. Despite our action and pressure from the EP, the report has not been published and nor have discussions on the evaluation of implementation and revision been started.

Two main fields of political action have been targeted. The first concerns the Social Dialogue, including the agreements on parental leave and part-time working, both of which are extremely important measures for women.

However, the ETUC has not succeeded in starting negotiations on the protection of dignity at work (or sexual harassment) because of opposition from

employers. It was also suggested that an Equality working group be set up and this, too, was refused.

The second field of action is that of macro-economic and employment policy. The ETUC organised two large conferences to make European actions for equality in other policies, or, in other words, "gender mainstreaming", more widely known to a growing number of women. The first conference left the beaten track of equality and took the theme of EMU, structured around a document entitled "Ten questions on Economic and Monetary Union". This conference enabled women to familiarise themselves with the subject matter, which has little to do with equality at first sight, and to appreciate its impact on their collective position.

The second conference analysed national plans for employment in the wake of the guidelines. What measures were governments taking to encourage equality? Conclusions for fresh guidelines were drawn, and the effectiveness of this step was underlined. After the conference there was a conviction that drawing up and implementing guidelines is another way of defining policies for equality.

Other subjects, such as structural policies and in particular the Structural Funds, the Green Paper on the new organisation of work, social protection and, especially, the individualisation of social security rights and health and safety at work were all examined from the angle of equality.

We should also mention that under the Euro-Mediterranean partnership, the ETUC and USTMA jointly organised a seminar on equality.

In the wake of the trade union women's action plan adopted by Congress in 1995, the ETUC organised three seminars addressed to the European Industry Federations to give a boost to trade union sectional action in favour of equality.

The first seminar, entitled "Mainstreaming and the European Social Dialogue", hinged on three themes, the employment situation for women in Europe, the equality dimension in collective bargaining and the European Social Dialogue, and the place of women in the trade union movement. However, the promotion of equality in the Social Dialogue is a long-term project, as the Dublin Foundation study on collective bargaining and equal opportunities has shown.

The second seminar was intended for members of European Works Councils.

A third seminar tackled the problems of health and safety at work. Although this topic had been discussed by the Women's Committee together with the Industry Federations, health and safety representatives and those responsible for equality, it was hoped that this would enable us to influence day to day practices in a practical fashion and encourage an exchange of information among participants about their experiences in this field. The result was a list of suggestions, such as setting up a Europe-wide trade union network on equality, work and health, using for example a web site; or drawing up models of good practice which national confederation, sectors and enterprises could adapt to their own needs.

Finally, the action plan needed follow-up and evaluation. The Executive Committee was informed annually of the progress made by women on the ETUC's own bodies. To get a wider picture of the situation in member

organisation, a study has been made of the implementation of the plan, including a comparison with the situation in 1993. This will be published at the IXth Congress.

#### 4.2 *The fight against racism and xenophobia*

During the period 1995-1998, the ETUC has intensified its efforts in the fight against racism, xenophobia, anti-Semitism and all forms of direct or indirect discrimination. We have been able to co-ordinate more and better our actions between the European and the national level, we have gained more joint experience, the Social Partners have jointly committed themselves to this fight and some progress at the institutional level, even if modest, has been achieved.

On the 21<sup>st</sup> October 1995, at the Florence Social Dialogue Summit, the Social Partners adopted a Joint Declaration on the "Prevention of racial discrimination and xenophobia and promotion of equal treatment at the workplace". For the first time, this question was jointly addressed by the Social Partners at the European level, implying the recognition of the problem at the workplace and the need to take joint action in order to fight against it in their own sphere of influence, namely the workplace.

The joint declaration covers a wide range of issues: policy and planning, recruitment and selection, work allocation and promotion, training and development, dealing with discrimination inside the company, treatment of dismissal and redundancies, respect for cultural and religious differences and evaluation in organisations.

The implementation of the principles set in the declaration has been unequal in the different countries. However, there are some positive and encouraging signs, namely in collective bargaining at sectional and company level or in joint declarations adopted at the inter-sectional level, showing that this was a very positive contribution on the part of the European Social Partners. The ETUC remains convinced that any further action on this sense depends mostly on the capacity of trade union organisations, at the different levels, to put this point high on the agenda of the social dialogue and collective bargaining. It also depends on our capacity to innovate in our trade union practices, making clear that the fight against racism, xenophobia and discrimination concerns all workers, of both sexes, of all nationalities, ethnic, religious or cultural origins, whatever their age.

As a follow-up, the Joint Declaration was translated into all the languages of the Member States of the European Union, as well as into Arabic, Turkish and Polish and it was widely distributed. With the support of the European Foundation for the Improvement of Living and Working Conditions, a European Compendium of Good Practice for the Prevention of Racism at the Workplace was published and presented in November 1997, at a seminar jointly organised by the European Social Partners, the European Commission and the European Foundation.

In 1996, the ETUC launched a European trade union campaign against racism, xenophobia and discrimination at the workplace as a contribution to the European Year Against Racism. The objective of this campaign was to seek out trade union experiences in the fight against racism in the workplace, to organise exchanges between different trade union experiences and practices



and to develop, among the European trade union organisations, a common urge to pursue this fight.

The results of the campaign, published in the form of a survey and presented on the occasion of a conference held on the 21<sup>st</sup> March 1997, International Day against Racism, have clearly shown that trade unions are at the forefront of this fight, while recognising that a lot still needs to be done, both internally and externally.

In a seminar organised in December 1997, a number of national trade union projects on the fight against racism were presented. In reality, actions at the national level cover a wide range of subjects and vary a lot in format : intercultural learning, language learning, the role of the media, the fight against racism at company level, development of training materials and activities for shop-stewards and young trade union leaders, as well as a race against racism and a music festival in order to highlight to public opinion the anti-racist agenda of trade unions. The ETUC considers that the exchange of practices and information on the different actions developed at national level is one of the key points for its future action.

Following the declaration of 1997 as European Year Against Racism, the ETUC Executive Committee recalled, in its resolution adopted in December 1996, that the fight against racism and xenophobia constitutes a priority for the ETUC, as well as a key element in our democracies. Within the framework of the IGC, the ETUC also called for the progressive communitarisation of certain elements of the 3<sup>rd</sup> pillar of the Maastricht Treaty, namely those relating to immigration and asylum policies, the inclusion of a general clause of equality and of the fight against racism and xenophobia in the Treaty and the extension of the right to free movement to third country nationals legally residing in an EU country.

1997 was a very important year, since it represented a change of attitude of the European Union in relation to the fight against racism and xenophobia. It was declared European Year Against Racism (the ETUC had asked for the declaration of this year already in 1993). As stated before, ETUC carefully prepared this year, via the different initiatives carried out in 1996 and we played an active role in the initiatives developed at European level and at national level.

Also on the occasion of the 21<sup>st</sup> March 1997, the ETUC and USTMA adopted a Joint Declaration recalling the common engagement of the two organisations in the fight against racism, xenophobia and all forms of discrimination as well as the need to put into practice the partnership between Europe and the Mediterranean as a follow-up to the 1995 Barcelona Conference.

Another important event of 1997 was the setting up of the European Monitoring Centre for Racism and Xenophobia. The ETUC considers that this Centre must be able to "sound the alarm", foster information and promote awareness-raising campaigns about the mechanisms that feed racism and xenophobia. We also welcomed the fields of work identified, such as free movement of people within the EU; social policy including employment; education, vocational training and youth; mass media.

Some progress, even if somewhat modest, was achieved in the IGC, namely on two demands put forward by the ETUC. The new *article 13* provides for action to be taken to combat discrimination based on sex, racial or ethnic origin,



religion or belief, age or sexual orientation, following a proposal from the Commission. However, in order to adopt any measures, the rule of unanimity prevails. The European Commission has already announced that, after the ratification of the Amsterdam Treaty, it will propose an anti-discrimination package. The ETUC will remain vigilant in relation to these proposals and will continue its internal debate in order to identify priorities in relation to the implementation of *Article 13* of the Treaty. In the meantime, we would welcome the introduction of a non-discrimination clause in all community action, legislation and programmes.

Also matters relating to the free movement of persons, asylum, immigration, the crossing of external borders are brought within the Community framework, even if the unanimity rule will prevail for a transitional period of five years, before a possible decision by Council to apply the co-decision procedure on these matters. From an ETUC perspective and supporting the position taken by the European Parliament, the co-decision procedure should apply as soon as the new Treaty is ratified.

In 1998, the Commission presented an Action Plan Against Racism, in order to prepare the implementation of provisions included in the Amsterdam Treaty. The ETUC judged this initiative as extremely positive, since it is a follow-up to the European Year against Racism and a clear signal from the Commission that it will make use of its right of initiative on the fight against racial discrimination.

#### 4.3 *Social exclusion*

The struggle against social exclusion is a daily task for trade union organisations, since we see it in the context of exclusion from work and the growing deterioration of contractual standards. Trade union action to develop active labour market policies – new forms of work organisation, the reduction and re-organisation of working time, forward management of employment, life-long learning - in the fight against unemployment, particularly long-term unemployment, and the reform of social protection systems, must all be seen against the background of the fight against social exclusion.

The work carried out by the ETUC network to combat social exclusion has enabled us to define an approach at European level in the fight against social exclusion through analysing trade union experiences on the ground, national employment policies, and the development of joint projects for integrating or re-integrating the unemployed and excluded people into the labour force. It must always be remembered that social exclusion includes multi-dimensional aspects beyond labour market considerations.

At the European level, some progress can be seen in the fight against exclusion: the Employment Guidelines, with their four pillars, open up new possibilities for action at different levels. Article 137 of the Treaty of Amsterdam extends the mandate of the European Community to include the struggle against social exclusion. The European Commission has announced that it will present some specific proposal after the Treaty has been ratified, with the aim of setting out a strategy for European action to fight social exclusion.

However the fight against social exclusion is also an important area for co-operation with NGOs working in this field both nationally and at European level. As well as the joint actions begun by the ETUC and the Platform of social NGOs

for the inclusion of fundamental social rights in the Treaty, we have also set up joint projects under several Community programmes.

The integrated IGLOO project for global integration through housing, jobs, training and social mentoring, carried out by the ETUC, CECODHAS (social housing) and FEANTSA (associations working with the homeless) is a multi-dimensional project. IGLOO has enabled us to launch an examination of re-integration policies, offering an integrated path to people in difficulties, which brings together the essential services for re-integration into social and working life. It has also enabled us to discuss such matters as the right to work, the minimum guaranteed income and the right to housing, all vital if people are to be treated with dignity and respect.

Currently the IGLOO programme is running in 12 countries of the European Union and its introduction nationally and regionally has made it possible to set up extended partnerships, joining not only the IGLOO partners themselves but public authorities, people involved locally and businesses.

## **5. THE REFORM OF THE TREATY OF THE UNION**

At its VIIIth Congress in Brussels, the European Trade Union Confederation unanimously approved the Resolution "For a strong, democratic, open and solidarity-based European Union" which clearly reflects the vision of European integration and its future which is shared by the trade union movement.

This Resolution provided the basis for the many initiatives carried out by the ETUC throughout the Intergovernmental Conference which led to the revision of the Treaty of Maastricht at the European Council meeting in Amsterdam in June 1997.

The ETUC campaign got under way even before the IGC was called, at a Conference held jointly with the European Trade Union Institute in Madrid in November 1995. This conference enabled us to establish the trade union position on the revision of Treaty. At this stage, it was clear that some social content had to be included in the revision of the Treaty, which was initially intended to add a number of provisions regarding the institutions, common foreign policy, and co-operation in internal affairs and justice.

The ETUC initiatives at the European level, which included ongoing consultation with the two EP members taking part in the IGC, the actions taken by members in the various countries and a sustained campaign to influence public opinion, finally overcame the reluctance of several of the governments. The proposal that the Treaty should give the Union new competence in employment-related issues was finally accepted.

The Executive Committee of October 1997 was therefore able to approve the Amsterdam Treaty, with some reservations. For the ETUC the important advances were the Chapter on employment, the incorporation of the Social Chapter, the new provisions regarding equality between women and men, the fight against discrimination and social exclusion, the role of public services, and the extension of the European Parliament's powers of co-decision.

However, the ETUC deplored the failure to include social rights, and stressed that the reforms aimed at democratising the institutions had been set back by

comparison with the need to consolidate European integration, particularly in view of the enlargement of the Union.

These questions remain current given that a new IGC will be called at the European Council in June 1999, as the ETUC recalled in its declaration of the European Parliament elections:

*The ETUC would like to see the opportunity offered by the electoral campaign taken to launch a major democratic debate on the stakes and the future of the European integration process, and calls on trade unions to make their own independent contributions, reflecting workers' claims and aspirations.*

*This debate, and a Parliament supported by a strong popular consensus are all the more necessary in view of the next round of revisions to the Treaty.*

*The ETUC considers that this revision must tackle the reform of the Institutions before enlargement, in order to adapt them to suit an enlarged EU and make them more effective, transparent and democratic. At the same time the new Treaty must incorporate the transnational dimension of fundamental civic and social rights including trade union rights, in view of the completion of economic and monetary union.*

*In order to impose a more open, transparent and participative method for revising the Treaty, the European Parliament that will sit as a result of the June elections must be given a major role to play. National parliaments and the organs of civil society, especially the trade unions, must be involved. In this light, the ETUC endorses the need for a genuine Constitution which clearly defines the aims, the jurisdiction and the responsibilities of the Union in relation to those of the Member States.*

The Amsterdam Treaty, which came into force on 1 May 1999, also means that the ETUC must further develop its strategies concerning the application of the Social Chapter of the Treaty, particularly as regards the relationship between the law and agreements arrived at through collective bargaining for achieving a more effective social policy. In one area, the ETUC has taken the initiative with its proposal for a European Charter for Public Services.

In co-operation with the European Federation of Public Service Unions and other Federations concerned, a Conference was organised in autumn 1998 which led to the Executive Committee approving a Resolution calling on the European Institutions to draw up a Charter for Public Services to give practical effect to the principles set out in Article 16 of the Treaty.

## **6 - A WIDER EUROPE**

### **6.1 Preparations for the new members**

The enlargement of the European Union to the East and South is the most ambitious project in the history of European integration. This process will have a considerable influence on the European agenda through the next ten years and lead to new challenges for European trade union policies.

The ETUC has continued to develop its own policy of enlargement to include the trade unions of the Central and Eastern European Countries, which began at the VIIth Congress in Luxembourg and was continued by the VIIIth Congress in Brussels. The most representative trade unions from the countries concerned are now either members of the ETUC or have observer status.

During the period covered by this report, the ETUC has defined the major lines of its policy regarding the enlargement process through a number of Executive Committee resolutions. In particular, it has adopted the following positions:

- ◆ The enlargement of the European Union is inevitable and offers opportunities for the future (Executive Resolution, June 1997).

From a trade union point of view, the enlargement of the Union offers prospects for democracy and human rights, economic prosperity and the strengthening of the European social model which is based on the principle of solidarity and the welfare state. From a political angle, the ETUC believes that enlargement will increase the unity of Europe. The opportunities offered by these prospects far outweigh the conflicts and risks associated with enlargement.

Since the VIIth Congress, there has been a standing Working Group composed of member organisations and observers from the Central and Eastern European Countries and a number of other ETUC member organisations. The working group has met nine times and has handled a wide range of subjects. It meets exclusively in Central and Eastern Europe and works in the languages of those countries. It has become a valuable instrument for consultation and a forum for East-West dialogue.

The integration of new members from the CEEC has also made progress in the ETUC Secretariat and Institutes. Since the VIIth Congress, the Secretariat has been welcoming assistants and trainees from the new member organisations, the European Trade Union Institute has entered into co-operation agreements with central European researchers and the European Trade Union College has employed a training specialist from central Europe.

- ◆ The social dimension of enlargement should be brought to the fore (Executive Committee resolution of December 1996). The ETUC is critical of the fact that the process of enlargement and adaptation is too exclusively hinged on the interests of the market. It is counting on the complete incorporation of the social dimension into the negotiating process, since this is "the only way to guarantee the preservation and stabilisation of the European model, which depends equally on political, economic and social elements". In parallel, attention is drawn to the link that exists between integration and transformation: without solid social consensus, the transformation process cannot succeed. On the other hand, this consensus will not be achieved unless the transformation is carried out in a socially acceptable way.
- Trade union participation in the enlargement process - involving the Social Partners - protecting the welfare state.

Both the Europe Union institutions and the governments in candidate countries consider enlargement as an essentially intergovernmental process, which has given the trade unions rather little chance to be involved in the

subjects which particularly concern them, The ETUC has asked the Commission to expressly inform the governments of candidate countries that consultation with the Social Partners is an integral part of the European social model and that they should also have an opportunities to be heard in the accession negotiations. The improved opportunities for trade union participation in the enlargement process both nationally at the European level is a plus. At the conference of European and national trade unions and employers' organisations, held in Warsaw in March 1999 on an ETUC initiative, the Social Partners' demands were clearly set out and the basis was laid for the Social Partners to play a structured and active role. The PHARE 2000 programme will also promote both social dialogue and the Social Partners' organisations.

The ETUC has encouraged setting up the standing trade union committees in the candidate countries, which were established in all these countries in 1997 to collect and analyse information, to pass on know-how and to prepare their respective trade union positions. These committees have available a small professional structure supported by the ETUC and are in contact with the ETUC and also with each other. With the participation of these committees in the candidate countries, a number of workshops and expert meetings have been organised. The major topics at these events was the social *acquis* of the European Union and the Social Charter of the Council of Europe, of which all candidate countries are members.

- ◆ For the integration of all the candidate countries in the negotiating process (Executive Committee December 1998).

The ETUC opposes the decision of the European Council not to start negotiation simultaneously with all the candidate countries: "The ETUC is concerned that the States with which no negotiations have yet taken place risk being left on the fringes of the integration process and of lacking reliable future prospects. Such a development would inevitable lead to new divisions in Europe and endanger the reform process in these countries". The ETUC believes that disparities in the development of candidate countries should have been taken into account in the structure of the negotiations. The decision finally taken by the Council to reduce the gap between the first and second group in the pre-accession process (which includes the European Conference to which Turkey was invited on the same basis as the candidate countries) and to give special aid for the adaptation process to countries not included in the first wave must be seen as a positive move.

- ◆ The Pan-Cypriot trade union forum

Membership negotiations with Cyprus are still blocked by the division of the island. The two ETUC member organisations in Cyprus, SEK and TÜRK-SEN, take part in a Pan-Cypriot trade union Forum which brings together all the island's trade unions and which is at present the only civil body in which members of the two communities meet. The Forum's work focuses essentially on the future of Cyprus in Europe but it can only operate in a limited fashion because of the considerable political and bureaucratic difficulties placed in its way. At the invitation of the ETUC, the Forum's co-ordination committee visited Brussels in 1998 and held talks with various European institutions and the ETUC.

- ◆ Against the exclusion of Turkey from the enlargement process (Executive Committee, December 1998)

The ETUC Executive Committee is in principle in favour of recognising Turkey's wish to join the EU and stated, inter alia, "The ETUC is opposed to any attempt to cite religious or cultural reasons to support a policy of keeping Turkey at arm's length, and notes that Europe is a multicultural society united by shared values. "The ETUC calls for Turkey's candidature to be confirmed and for a special pre-accession strategy to be drawn up. The ETUC also stresses that there can be no improvement in relations between the EU and Turkey unless "progress is made with respect to democracy, fundamental rights and the rights of minorities".

The Executive Committee's decision also proposes the creation of a standing working committee of Turkish member organisations which should examine the integration process. The ETUC has made the necessary preparations for this.

At the request of the ETUC, the Turkish Social Partners were invited to the pan-European Social Partners' conference in Warsaw.

## 6.2 *Former Yugoslavia*

Since the beginning of upheaval in Yugoslavia in 1991, the ETUC has been pursuing an active policy of co-operation with trade unions in former Yugoslavia. During the period covered by this report, the main topic was the war in Bosnia-Herzegovina and in Yugoslavia (Executive Committee, March 1996 and March 1998).

The ETUC's aims during the war in Bosnia-Herzegovina was as follows:

- ◆ Solidarity with trade unions in the besieged city of Sarajevo: the ETUC sent representatives to the town on several occasions as a demonstration of its solidarity and provided material aid to trade unionists and their families. Delegations from the trade union confederation of Bosnia-Herzegovina were sometimes able to leave the town and were invited to meet the ETUC and some of its member organisations. During these visits, practical aid projects were agreed.
- ◆ Restoration of contacts between the trade unions of the Bosnia Herzegovina federation and the Republika Srpska<sup>1</sup> : on 1 May 1996, the ETUC made contact for the first time with trade unions from the Republika Srpska at Banja Luka, with the aim of examining the possibilities of dialogue between the two parties. Immediately following the signing of the Dayton Agreement, meetings under the ETUC auspices took place in Sofia, Luxembourg, Brussels, Sarajevo and Banja Luke between the management bodies of the two organisations. This built a basis for collaboration, which is an indispensable condition for the effective representation of social interests in the reconstruction of the country and of considerable help to strengthening stability. The two organisations signed co-operation agreements. Since then, sectors and branches in particular have benefited from this increased co-operation.

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<sup>1</sup> Republika Srpska is the Serb dominated part of Bosnia Herzegovina



- ◆ Restoration of contacts at Mostar: with the aim of bringing together trade unionists in the divided city through the European town administration, the ETUC undertook a year-long project - co-financed by the Fondation Friedrich Ebert - known as the "trade union bridge of Mostar". This project was managed by one Bosnian and one Croat trade unionist. Because of political conditions, it was not possible to set up a joint trade union structure, However, the project served to breathe new life into trade union structures on both sides and served as a point of departure for a variety of subsequent trade union activities devoted to trade union training and economic reconstruction.
- ◆ Aid for reconstruction: at Sarajevo and Zenica (April 1997) the ETUC organised a working meeting for the trade unions of the Federation of Bosnia-Herzegovina (trade unions from the Republika Srpska were forbidden to attend by the administration at Pale) with a number of ETUC member organisations, and with members of the ICFTU and the WCL. The purpose of this meeting was to guarantee the essential material basis necessary for trade union reconstruction. A number of ETUC member organisations applied immediate bilateral aid.

Collaboration with the trade unions in former Yugoslavia (Serbia, Montenegro and Kosovo) is another priority for the ETUC. A delegation from the ETUC, ICFTU, WCL and the Serbian federation Nezavisnost visited the BSPK-Kosovo in Pristina. The BSPK has suffered heavily from continuing repression from the regime in Belgrade. The aim of this meeting was to help establish dialogue between Nezavisnost and the BSPK, but because of the political circumstances this was not achieved.

Co-operation between the reformist Nezavisnost trade unions and the Montenegrin SSSCG was strengthened and consolidated by a number of joint actions. At the same time, formal contacts were restored with the Yugoslav trade union confederation Catuy, which helped to improve relations between Nezavisnost and Catuy and to encourage the reformist elements in Catuy. These positive developments were interrupted by the outbreak of the war in Kosovo.

The situation in Kosovo, which has worsened in dramatic fashion through the repression and expulsion of the Albanian population and which remained unresolved after a year of negotiations, has presented the European trade union movement with particular challenges. For years the ETUC has been warning against the dangerous potential for conflict in Kosovo, and had gone on record at the Budapest conference in 1994 that only democratisation and radical reform could bring about peace and stability. In March 1998 the Executive Committee stated "We are sure that the democratisation of Serbia and economic reform are pre-conditions for any solution. One part of this process should lead to a new independent status through negotiations between the Serb government and the legitimate representatives of the Kosovars. The European Union should preside over these negotiations and provide substantial aid to improve the living conditions of the population in Kosovo". In another resolution, before NATO intervention (October 1998) the Executive Committee noted "Negotiations cannot be successful unless they are placed under the authority of the international community. The European Union has major responsibilities in this area. Pressure on the Belgrade government must be increased using all necessary means in this respect".

After NATO's intervention began, a large number of member organisations attended a special session which took place on 8 April 1999. The ETUC decided to set up a solidarity fund to aid trade unionists in the BSPK and their families, and to support democratic trade unions in Serbia, Montenegro, Albania and in Macedonia. Offices were established in Brussels and Tirana to welcome the provisional committee of the BSPK-Kosovo. ETUC representatives were sent to Montenegro, Albania and Macedonia to take the appropriate measures and look for the BSPK officials whom it had not been possible to contact. In mid-May, an ETUC representative visited Nezavisnost and Catuy in Belgrade. An information unit has been set up for Nezavisnost in Brussels.

The ETUC is convinced that the solution to the conflict is linked to the ending of the repression in Kosovo, the return of deported people, and the restoration of the Kosovars' rights through a political agreement negotiated and guaranteed by an international force. At the trade union level, the ETUC will help to rebuild the BSPK and will continue to support reformist trade unions in Montenegro and Serbia and to strengthen the unions in Albania and Macedonia.

### 6.3 *The Euro-Mediterranean Partnership*

The partnership between the European States and the 12 partner countries of the Mediterranean basin, which was set up by the Barcelona declaration, is an important aspect of the European Union's foreign policy. The aim of the partnership is to create the conditions for peace and stability, economic co-operation and the creation of a free trade area, as well as encouraging democracy and human rights.

This policy requires the ETUC to organise and structure collaboration with trade union organisations in the partner countries, paying particular attention to a balanced development which will respect the rights of workers and their trade unions and encourage regional integration (Executive Committee October 1996 and June 1998).

In 1996 the ETUC set up a "Europe-Mediterranean" working group to prepare and support a suitable trade union policy.

Since Barcelona, various activities have been organised, aiming to set out the proposals and demands of trade unions, and focusing principally on the social dimension and employment policy: an THE ETUC-USTMA initiative at the 2nd Ministerial Conference in Malta in 1997, support for the co-operation of the economic and social committees, participation in the civic Forums in Barcelona, Naples and Stuttgart, encouragement for branch and sectional activities and bilateral co-operation with trade unions in the States which have ratified an association agreement with the EU or which are in the process of doing so.

At the Ministerial Conference in Stuttgart (April 1999) a declaration was presented which was the outcome of a several day long conference attended by trade unions from almost all the partner countries plus the ICFTU, which brings together almost all the trade unions from non-European partner countries. This trade union conference voted to create the trade union Europe-Mediterranean Forum, under the auspices of a co-ordinating secretariat at the ETUC which will provide the framework for structures co-operation. The German Presidency took note of the creation of the Forum, which was acknowledged in the final declaration of the Ministerial Conference.

The ETUC's "summer schools" have also made an informal contribution to collaboration. They have taken place since 1997 and focus on the major problems of the Mediterranean basin (Cyprus 1997, Bulgaria 1998, Turkey and Greece, 1999).

#### 6.4 *The Council of Europe and the Social Charter*

The Council of Europe, which celebrated its 50th anniversary on 5 May 1999, has a political and social mission: to defend and strengthen democracy, human rights and the rule of law and to meet the basic needs of citizens. To achieve these aims the Council of Europe has set up legal instruments, institutions and programmes.

The role of the Council of Europe has been considerably strengthened since the accession of the Countries of Eastern and Central Europe. In 1999 the Council of Europe, which is based in Strasbourg, counts 40 Member States.

Since its creation in 1973 the ETUC has always accorded great importance to the Council of Europe which recognises it as a trade union partner.

The ETUC has a long term commitment to promoting social rights, on the same basis and in co-operation with the European Convention on Human Rights (ECHR), and to extending the scope of the European Social Charter, the Council's main instrument for social law along with the European Code of Social Security.

In recent years the ETUC has strengthened its presence at the Council of Europe under the Resolution and action plan adopted by the Executive Committee in June 1993.

The Council of Europe has become the most important Europe-wide institution for rights and democracy, including the promotion of social rights. Despite the pronounced inter-governmental character of the Council, the ETUC has considerably extended its work and influence with it.

In 1995, an Additional Protocol of the European Social Charter, setting out a procedure for collective complaints, was opened for signature. This Protocol, for which the ETUC had been calling, is a fitting addition to the Charter's regulatory system. The Protocol came into force on 1 July 1998. The ETUC is using this protocol as the basis for action.

In 1996 the revised European Social Charter was opened for signature.

The ETUC was closely involved in the revision work, which allowed the Charter to be brought up to date without lowering its demands and even increasing these rights. For example, information/consultation in enterprises, equal treatment, protect of elderly persons, fight against social exclusion etc. This revised Charter should gradually become the major instrument for all European states.

The Social Charter was ratified (March 1999) by 22 Member States (including Poland and Slovakia) and signed by another 14 States which have begun ratification procedures. The ETUC's participation in monitoring the Charter has been increased, as has its involvement in promoting the Charter through conferences, seminars and workshops in the CEEC.

The second Summit of the 40 heads of state and government of the Council was held in Strasbourg on 10 and 11 October 1997 and entered into a commitment to promote, ratify, and apply social regulations, and to introduce a strategy for social cohesion.

The General Secretary of the Council of Europe had previously called for the political will to introduce a genuine social dimension during a meeting with the ETUC in September 1996.

A week before the meeting of heads of state, the ETUC was received by Jacques Chirac, the Summit President, to clarify the ways and means sought for the improved effectiveness of social rights throughout Europe.

Since then the strategy for social cohesion has been introduced, prepared by a "Social exclusion and human dignity" programme which was evaluated at a Conference in Helsinki in May 1998. A steering committee for social cohesion, with the ETUC representation, has started work. A programme of various measures was introduced in 1999. The European Code of Social Security, like the Council's other Conventions (minority protection, migrant workers, fight against racism etc.) should lead to active application.

The ratification of the European Convention on Human Rights is compulsory for all Member States. In 1998 this Convention was strengthened by a 10th Protocol on the safeguarding of freedoms and fundamental rights.

A new European Court of Human Rights was set up on November 3rd 1998. This single permanent jurisdiction strengthens monitoring of human rights in the 40 states and provides simpler and more rapid access for proceedings. A new protocol is under consideration, with support from the ETUC, for the introduction of the right to equal treatment for women and men into the Convention. This right, legally covered throughout the region, would then be greatly strengthened.

Improved monitoring of the Council of Europe and its main instruments has demonstrated the importance of these measures for the trade union movement. There is a Liaison Committee, meeting annually, between the Social Partners (UNICE and the ETUC), and the Council's management structures (Committee of Ministers/Secretariat/main Directorates). These meetings make it possible to update and discuss the Council's programmes and policies.

Every Member State of the Council should have an appropriate tripartite structure for examining and debating all the issues involving the Charter. This work should be carried out in relation to other systems of social regulation (the ILO and the EU) because consistency between them is of prime importance. Such structures exist in several countries.

However these trade union activities relating to the council of Europe have shown up a lack of trade union expertise, and the need for training and know-how in the use of these instruments, including in national jurisdictions. The ETUC should certainly look into this in the future.

## **7 - THE EU AND THE WORLD**

### *7.1 The EU, human rights and social clauses*

The Union is playing an increasingly important commercial and economic, as well as political, role on the international scene. It makes a major contribution to development aid. The ETUC has repeatedly called on the Union to include clauses for the respect of democracy, human rights and international working standards in all the co-operation agreements which it signs. We are convinced that through working on behalf of social justice throughout the world, Europe can also strengthen its own social model.

This call was most recently confirmed by the Executive Committee Resolution of December 1998 on the occasion of the 50th anniversary of the Universal Declaration of Human Rights, which stressed inter alia, that the fight for human rights, including social and trade union rights, is more than ever necessary in view of the globalisation of the economy which requires an effective framework of social regulation.

The inclusion of social standards, intended as incentives, in the Union's GSP (see below) is a first response, but much remains to be done to introduce a global and consistent strategy enabling the Union to play the determining role in bringing about respect for human, social and democratic rights which the European Parliament has also demanded.

The ETUC has carried out a number of ad hoc initiatives vis-à-vis the Commission and the Council, during the negotiations for co-operation agreements with third countries in Asia, Africa and Latin America with results which have not always been satisfactory.

In particular, with regard to the WTO, the ETUC supported international trade union organisations in their campaign to have the basic ILO conventions included in commercial negotiations. We regret the lack of internal cohesion which prevented the EU from playing a more effective role in the WTO Conference in Singapore. The ETUC has opened consultations with the Commission and the Council in order to prepare the European position for the forthcoming WTO Conference at the end of 1999 which will mark the start of a new round of negotiations for the liberalisation of trade.

Some member organisations, including the European Industry Federation for Textiles and EURO-Fiet, have concluded agreements with employers leading to codes of conduct for businesses regarding social standards and social rights.

## *7.2 Social standards and trade preferences*

Following a trade union campaign, the EU decided in 1994 to incorporate certain fundamental workers' rights in its GSP. In January 1995 a ban on forced labour was introduced. Third countries risked losing their advantages under the GSP if they failed to respect ILO conventions Nos. 29 and 105.

Trade union actions were also undertaken (joint proceedings of the ETUC and the ICFTU) vis-à-vis Burma and Pakistan. In the case of Burma, after a Commission enquiry the EU suspended all relations as from 1 March 1997. In the case of Pakistan, the Commission believed that progress could be achieved through a different approach. A programme to improve the working conditions of children was co-financed by the EU, the ILO and UNICEF, carried out by IPEC/ILO but the ETUC and ICFTU believe this to be inadequate and at the

beginning of 1998 another report was delivered asking for the enquiry to be re-opened.

In response to trade union calls, the European Union adopted a new approach in May 1998, according additional tariff preferences to countries under the GSP which could prove that they respected ILO Conventions Nos. 87 and 98 regarding trade union freedoms and the rights of organisation and collective bargaining, and Convention no 138 on the minimum age of employment.

The environmental clauses of the same Regulation set out similar measures for countries applying certain environmental standards (including international regulations for tropical woods). The recent date at which these provisions came into force (1999) makes it impossible to assess their impact.

According to the European Federation of Building and Woodworkers this is a good start, but the interests of workers in the sector need to be considered further.

A further stage in the GSP should be the equal treatment of women and men, as the ETUC, the ICFTU and the WCL have jointly requested.

The case is being handled by a joint inter-trade union working group which has made contact with the European institutions and has informed affiliated organisations in order to bring the necessary pressure to bear in good time before the decision is taken.

If these approaches are favourably received, the ETUC, ICFTU and the WCL hope for improvements as to both content and implementation. Another failing concerns poor countries which cannot benefit from these provisions since their products cannot enter the European Union without restrictions.

However these measures could be applied to these countries using the instruments for development co-operation.

### 7.3 *EU-ACP Relations*

Since the Treaty of Rome in 1957 the European Union has had co-operation agreements with a number of African, Caribbean and Pacific countries. The IVth Lomé Convention, which covers the period 1990-2000, involves 71 ACP countries (all of sub-Saharan Africa, the Caribbean and 8 Pacific islands) and the European Union with its 15 Member States.

Despite its positive and innovative aspects the Lomé Convention has gradually revealed its limitations, shortcomings and operational difficulties. To prepare for future relations, the Commission published a Green Paper in 1996 calling for contributions from the trade unions and NGOs concerned.

Reviving a long tradition of trade union co-operation regarding the Lomé Convention, a joint ETUC-ICFTU-WCL working group set itself two objectives, to ensure that the trade union point of view was heard at the Commission and by the ACP Secretariat, to contribute to the democratisation of relations and participative programme management, including the participation of ACP trade unions, and to revitalise the annual social and economic consultations within the Economic and Social Committee, which had become formal encounters without any effect on policy or the implementation of programmes.



In September 1996, a trade union contribution to the Commission's Green Paper made a valuable impact. The three organisations then worked on a series of proposals on the five options listed by the Commission and subsequently debated.

These proposals were published in July 1997.

The international and European trade union movement laid emphasis on five priorities : to define a genuine negotiating, transparent and participative policy; to contribute to regional integration; to promote mixed economy systems; to diversify trade; and to revise totally the technical methods for co-operation.

The document put forward reasoned recommendations for the content and methods which were likely to lend a genuine social dimension to this co-operation instrument. There followed intensive work with a Commission group and discussions with the European Parliament and other organisations.

This action was carried out in a systematic and very satisfactory fashion, with the workers' group on the European Economic and Social Committee. In view of the start of negotiations (end of 1998) the action was extended by Proposals from the trade union movement to both ACP and EU negotiators, followed by a critical note regarding the reciprocal negotiating mandates.

In close co-operation with the workers' group at the ESC, important amendments were made in the content and monitoring of the annual meetings of economic and social interests which have been held for the last 20 years. There is a real desire that these meetings should democratise the Convention at grass roots level and allow for the genuine participation of organised civil society - the trade unions in the first place - in drawing up, implementing and evaluating national and regional Programmes

With this in mind the ETUC-ICFTU-WCL working group started work on decentralised co-operation. The trade union movement has been calling for direct access to decentralised co-operation since the first Lomé Convention, in order to finance activities for improving living and working conditions, under a variety of innovative and participative forms.

Around 50 trade union officers from the ACP countries and the EU met a conference in Brussels in October 1997 to assess progress in decentralised co-operation. After this conference, a survey was carried out among the ACP trade unions. The results, analyse in April 1998, were significant: in almost all cases, the Programmes were unknown and decentralised co-operation was ignored.

As a result of these evaluations a Trade Union Guide to technical co-operation was completed in September 1998. A project to promote decentralised co-operation has been devised for implementation during 1999 and 2000. It will consist of seminars and workshops in the ACP countries, and will conclude with training for training staff. The Guide will be the main tool used in these activities.

These actions which took place between 1996 and 1999 have shown that the international and European trade union movement can make its voice heard by the European institutions and the ACP Secretariat in these areas, but it will be very difficult to have our proposals taken into account unless the national trade

union organisations of the EU and ACP countries can mobilise to communicate them to the national authorities. This is a major undertaking, given the impact that the new convention may have on the necessary social regulation of North-South trade and on development strategies.

## **B - THE ETUC, A REPRESENTATIVE FORCE**

### **8. AFFILIATIONS AND STRUCTURES**

#### *8.1 Changes in membership*

The ETUC is the only broadly based trade union organisation recognised as representative by the European Commission. This recognition also extends to the European Industry Federations in their respective sectors.

On the eve of the IXth Congress, membership consists of 68 national confederations in 29 countries (36 in the fifteen countries of the European Union) and 15 European Industry Federations. There were 47 affiliated confederations (from 22 countries) represented at the VIIIth Congress in 1995. The number of affiliated European Industry Federations has not changed between the two Congresses.

The new affiliated Confederations are, in chronological order of accession:

- CITUB and PODKREPA *Bulgaria*
- CMKOS *Czech Republic*
- LIGA, MOSz and MSzOSz *Hungary*
- NSZZ Solidarnosc *Poland*
- Cartel Alfa *Romania*
- KOZ-SR *Slovakia*
- AF *Norway*
- BNS, CNSLR-Fratia and CSDR *Rumania*
- SACO *Sweden*
- HAK-IS and KESK *Turkey*
- ASZSZ and SZEF *Hungary*
- CGT *France*
- ZSSS *Slovenia*
- UNSA *France*

The following Confederations (in chronological order) have been granted observer status:

- EAKL *Estonia*
- LBAS *Latvia*
- LPSS and LDS *Lithuania*
- SSSH *Croatia*
- TALO *Estonia*

In all, the ETUC now has members in 33 European countries.

Observer status has also been granted to the European Industry Federation of Diamond and Precious Stone Workers (EFDPS).

The membership of ISETU-FISTAV was transferred to the European Entertainment Alliance (media and entertainment) following the internal reorganisation of the sector.

All these Executive Committee decisions are to be ratified by the IXth Congress.

In terms of contributing members, the ETUC has passed from 46 089 304 at the end of 1994 to 50 292 763 at the end of 1998.

Taking into account the new affiliates who have been admitted during 1999, the confederations with observer status and the total membership of all the member organisations, the number of workers represented by the ETUC easily reaches the 60 million marks.

In February 1998 the ETUC signed an agreement for collaboration at European level with EUROMIL, the organisation which represents associations for military personnel in Europe.

## 8.2 *Statutory bodies*

Between the two Congresses, the Executive Committee has held 17 meetings and the Steering Committee 26.

The composition of the Secretariat during this period was as follows:

- |                      |                                 |
|----------------------|---------------------------------|
| • Emilio GABABLIO    | <i>General Secretary</i>        |
| • Erik CARLSLUND     | <i>Deputy General Secretary</i> |
| • Jean LAPEYRE       | <i>Deputy General Secretary</i> |
| • Maria Helena ANDRE | <i>Confederal Secretary</i>     |
| • Willy BUSCHAK      | <i>Confederal Secretary</i>     |
| • Peter COLDRICK     | <i>Confederal Secretary</i>     |
| • Béatrice HERTOGS   | <i>Confederal Secretary</i>     |

The role of the President of the ETUC was held by Fritz Verzetnitsch, President of the ÖGB-Austria.

Discussions in the Executive and Steering Committees and the work of the Secretariat have been prepared and supported by three Standing Committees:

- Industrial relations
- Employment
- Social policy

and by a number of working groups.

The ETUC's Institutes (ETUI, TUTB, ETUCO/AFETT) have also made a considerable contribution to the programmes of the ETUC. A summary of the most important activities can be found appended to this Report.

The activities of the Women's Committee are described in Chapter IV.

The ETUC Youth Committee, which has recently been reorganised, has continued to develop its initiatives for co-ordinating national activities, training

for young trade unionists (in co-operation with the ETUC/AFETT) and the representation of European youth organisations. Among other initiatives, mention must be made of the European "YES for Jobs" campaign of 1996-1997 which was taken up in several countries through national actions.

### 8.3 *Specific trade union structures*

Two specific trade union organisations operate independently under ETUC auspices: the European Council for Professional and Managerial Staff (EUROCADRES) and the European Federation for Retired and Elderly Persons (EFREP).

Since its foundation in 1992, **EUROCADRES** has continued to develop its activities at European level (see the Appendix to the Report), bringing together organisations representing professional and managerial staff which are members of the ETUC, National Confederations and Industry Federations. Today EUROCADRES represents no fewer than 5 million professional and managerial staff and is recognised by the European Commission as a category social partner, as is the European Management Confederation (CEC).

The **EFREP**, which was set up by the ETUC in 1993, has further increased its representative role at the European level in matters concerning retired and elderly people. A summary of its activities will be found appended.

At its last Congress (May 1999) the EFREP announced representing some 10 million retired and elderly persons.

The ETUC also supervises the **Interregional Trade Union Councils** (ITUCs) which are co-ordinated at the European level by the Secretariat. The ITUCs are structures for trade union co-operation in cross-border regions, which bring together regional organisations from national confederations affiliated to the ETUC. There are now 38 ITUCs and a brief account of their activities can be found appended to the Report.

## 9. **INSTRUMENTS FOR ACTION**

### 9.1. *The Social dialogue*

The social dialogue during 1995 to 1999 has continued to develop at a fast pace. As well as seeing the adoption of three European framework agreements (described in chapter 2.2) the period has witnessed a number of new developments, in part as a result of two Communications from the Commission on the social dialogue, in September 1996 and in May 1998.

To note is that each year the Secretariat prepares for the Executive Committee an annual report on developments in the European social dialogue in all its dimensions, that is, cross-sectional, sectional, cross-border and national.

The main part of the dialogue involved the framework agreements. In addition, the social partners have continued to discuss and reach agreements on a number of issues. In particular macro-economic and employment issues have been the subject of the discussion in the Social Dialogue Committee and its working groups (1996 Confidence Employment Pact for employment, 1997 Luxembourg Employment Summit, the Stability and Growth Pact).

The Social Dialogue summit of 13 November 1997 was particularly important in terms of preparations for the Employment Summit of Heads of States and governments which took place on 20 and 21 November in Luxembourg. The summit clearly marked the end of an era in the Social Dialogue by highlighting UNICE's ill-adapted decision-making procedures which were nearly responsible for the failure to agree a joint Declaration for the Luxembourg Summit. Only the ETUC's clear sense of responsibility permitted the Declaration to be concluded. The crisis in decision-making within UNICE was also illustrated in March 1998 during the consultation process by the European Commission on "information and consultation of workers." In effect, the evolution and challenges of the Social Dialogue demand an appropriate adaptation by European organisations. This has been done by the ETUC at the 1991 and 1995 Congresses, and in the internal rules of procedure agreed for negotiations. This is not yet the case for the employers.

Meetings in the form of Social Dialogue mini-summits have taken place in Dublin in November 1996, The Hague in May 1997 and in Vienna in December 1998.

The first pan-European social dialogue Conference took place in Warsaw in March 1999, organised by the President of the European Commission on the request of the ETUC.

As regards specific issues, education and training have featured and the education and training group of the Social Dialogue Committee worked on a number of themes (life-long learning, vocational guidance, qualification and resources) until the end of 1997. However it was not possible to reach agreement with the employers on any substantive follow-up initiatives.

Also, discrimination has been an issue. The social partners adopted a joint Declaration on racism and xenophobia in October 1995 at the Social Dialogue summit in Florence and a Compendium on the employment of workers with disabilities followed in May 1999. The Compendium gives examples of best practice in employment opportunities for disabled people. (See section 4).

Social Partners' consultations were held in relation to the work of the High Level Group on industrial restructuring (set up after the 1997 Renault closure in Vilvoorde, Belgium). Technical seminars on various issues have taken place, including on sexual harassment, social protection, and working time reduction/reorganisation.

The ETUC has also sought to enlarge the scope of the social dialogue, in particular as regards SMEs and the social economy.

Concerning SMEs, the ETUC supported a seminar in January 1997 in Paris which helped draw up a picture of the social situation of employees in SMEs and facilitated a better understanding of trade union policies adopted by national confederations for this category of companies. A European conference was organised by the ETUC in March 1998 with the participation of UEAPME. This conference focused on three points : the value of collective bargaining in SMEs; ways of representing employees; and the creation of specific social instruments for SMEs.

Concerning the social economy sector, the ETUC organised a conference in July 1997 in London which led to the adoption of a joint ETUC/Organisations of the Social Economy Declaration for the Luxembourg Employment Summit in November 1997. Sustained contacts have been made too with the co-operatives sector and with the sector of mutual insurance companies and co-operatives.

In December 1998 UNICE reached a co-operation agreement with UEAPME. This agreement followed the rejection by the ECJ in June 1998 of UEAPME's challenge to the representativity of UNICE in relation to SMEs and thereby UNICE's right to conclude cross-sectional agreements.

The sectional social dialogue now covers workers in over 20 sectors. New areas of dialogue are being opened up, for example local government, graphical industry, but unfortunately there is a serious absence of social dialogue in several sectors, including in the metal sector and in the civil service. Too many employers' organisations still refuse to enter into a dialogue with trade unions. Others are not representative enough. In certain sectors there are too many different employers organisations to make dialogue practical.

From January 1999 a new structure for the sectional social dialogue became operational. This structure, announced in the Commission's 2<sup>nd</sup> Communication on the social dialogue of May 1998, aims at providing a uniform approach to all sectional dialogue activities and ending differences between the established Joint Committees and informal working groups.

Discussions in the sectional social dialogue are leading to an increase in the number of joint texts (over 40 in 1998). Employment has been a key concern in a number of social dialogue committees, e.g. public services, industrial cleaning, hotels. Training has also featured regularly.

EU legislation has provided an impetus to the dialogue in several committees : for example the "posting" Directive led to a joint declaration in 1997 by the Social Partners for the construction industry. The Commission's Green Papers on work organisation and the Information Society also stimulated discussion in many sectors, e.g. banking, local government, graphical sector.

EU studies have also aimed at stimulating debate on specific issues. For example, in 1998 the Commission supported a study on women's working conditions in different sectors of the economy to support equality initiatives by the Social Partners.

The role of European Industry Federations is becoming even more important given developments surrounding the introduction of the Euro. A number of EIFs (EMF, textiles) have made substantial progress towards the co-ordination of collective bargaining demands in their sector.

National confederations are becoming more aware too of the growing inter-dependency of Euro countries. For example, trade unions from Benelux countries and Germany have, at the Belgian trade unions' demand, been actively seeking to strengthen co-operation through the "Doorn" initiative. In the same perspective, the ETUC organised in September 1998 a seminar with the industry federations on the impact of the Euro on collective bargaining, in particular on wage bargaining. The Industrial Relations Committee had a special seminar on the same subject too, on 22 and 23 March 1999.



After three years of experimentation (1996 to 1998) the European Social Partners had to suspend the work of the European Centre for Industrial Relations because of the conditions for financing imposed by the European Parliament.

The experience showed the value of this initiative despite the continuous difficulties which dogged its progress.

More than 700 trade union officials and representatives of employers from enterprises and organisations, and members of the Advisory Committees, were trained by the CERI during this period and expressed a favourable opinion of this joint training scheme.

The development of social dialogue and its extension at the sectional level both need a joint training tool of this kind to meet the demands of the new European negotiating space.

The ETUC, UNICE and CEEP have agreed to continue with the project for a joint training scheme. As the first stage of work at the CERI came to an end the Social Partners decided to prepare for the successful relaunch of the initiative in association with the European University Institute, the Commission, the Council and the Parliament.

## *9.2. Relations with the Institutions*

The ETUC has given high priority to following closely policy making in the different institutions, and has made efforts to further strengthen contacts with them, including reinforcing the resources of the Secretariat.

One of the initiatives has been to invite representatives of the European institutions to ETUC "open house" meetings on a regular basis.

There has been an increasingly high level of contact between the ETUC and the European institutions throughout the present Congress period.

In parallel the ETUC has continued to foster an active co-ordination together with its affiliates with regard to the positions of the Member States on priority policy issues.

Likewise, an active co-operation with the affiliates, also including the national trade union affiliate offices in Brussels, has been important especially with regard to the European Parliament

### *EU Presidencies*

The ETUC has met with the Heads of Government of the Member States when they have taken over the EU Presidency. These meetings have been shown to be very fruitful and constructive in exchanging point of view on current policy priorities. At these meetings, the ETUC has presented its demands in the form of a memorandum.

During the Luxembourg EU Presidency period (in September 1997) a special meeting was organised between the ETUC Steering Committee and Prime

Minister Juncker, focusing on the now realised Luxembourg employment process.

The Luxembourg EU Presidency was also the one to start the tradition now institutionalised in practice, of inviting the European social partners to meet with the EU Troika in the context of the European Council summits. Troika meetings were convened by Prime Minister Blair in Cardiff and Chancellor Klima in Vienna.

The ETUC and the other European social partners have been actively involved in participating as speakers and/or with delegations in activities, such as seminars and conferences, of the respective EU Presidencies.

### *Council of Ministers*

The ETUC's regular contacts with the Council include written contributions in the context of the meetings of the Council (Labour and social affairs) as well as numerous formal and informal contacts with other Councils (ECOFIN, Industry, Environment, Energy, etc)

Since the beginning of 1998, ETUC has been inviting the representatives of the Member States permanent Representations to regular "open house" meetings to inform them about ETUC policies and to exchange views on pending issues.

### *European Parliament*

Valuable and constructive contact and co-operation have developed with the European Parliament, in particular with the Employment and Social Affairs Committee, but in the though, closer contacts are also being established with other committees. The positive role of the EP in defending and developing the social dimension has been shown to be important. This was highlighted during the IGC/Amsterdam Treaty process, in the development of EU employment policy, in preventing the dismantling of workers rights in relation to the transfer of undertakings or in the case of the intervention mechanism, in keeping up the demand for the respect of basic trade union rights and in endorsing the proposal to include the core labour rights in the EU public procurement procedures, and, on several occasions, with regards to pressure for progress in the field of health and safety, including a general ban on asbestos, etc.

The EP "trade union intergroup" is the key body for institutionalised and systematic contact. Throughout the present Congress period, regular monthly meetings have been organised.

The active members of the EP participating at these meetings are first of all from the PES and the EPP fractions, but also from the Greens and the United Left.

In addition to the EP "trade union intergroup", there have been numerous positive contacts with rapporteurs from different political groupings on specific issues and ETUC has been invited to attend a number of "hearings" held by the Parliamentary Committees.

Whereas the general role and positioning of the EP are absolutely positive from a trade union point of view, the issue of the EP involvement in the

implementation of the Social Protocol in relation to the social partners' negotiations, needs to be clarified.

### *Commission*

The Secretariat is currently involved in contacts with the Commission and its Services. They are comparable to those carried out at national level with Governments.

The ETUC has maintained its current contacts with President Santer and almost all the other Commissioners regarding their respective portfolios, particularly with Commissioner Flynn, responsible for social affairs and employment.

Similar contacts have also been developed with the relevant General Directorate for social affairs and employment, economic and monetary affairs, the internal market, regional policy, foreign policy, industry, the environment etc.

### *European Central Bank*

During 1997, the ETUC, UNICE and the CEEP held a meeting with the European Monetary Institute, the predecessor of the ECB.

In November 1998 a first meeting was held in Frankfurt with the ECB President Mr Duisenberg. It was agreed to establish a regular dialogue with the European social partners at a political level and also at expert level.

### *Specialised agencies*

The European Union has a number of specialised Agencies dealing with various fields of activity some of which are of direct interest to trade unions.

They include the Centre for the Development of Vocational Training, CEDEFOP, which has transferred from Berlin to Thessaloniki, the European Foundation for the improvement of living and working conditions in Dublin and the new European Agency for Health and Safety in Bilbao. Trade unions sit with employers on the Administrative Councils, along with representatives of Governments and the Commission.

The ETUC Secretariat appoints trade union delegations on the basis of national nominations, and co-ordinates the "Workers' Groups", of which it is also the spokesperson.

In the case of the Foundation for Training (for the CEEC and the Mediterranean countries) established in Turin, the ETUC is only entitled to representation on the advisory council of the Foundation.

## 9.3 *The Consultative Role*

As well as direct THE ETUC representation at the European Institutions, the trade union movement is also involved in various forms on several advisory bodies.

The most important is the **Economic and Social Committee**, established by the Treaty and composed of three representative Groups (employers, workers

and various interests). Almost all members of the workers' Group come from national confederations which are THE ETUC members. The Secretariat provides permanent liaison with the Group Presidency, regularly attending its meetings in preparation for plenary meetings of the Committee and nominating trade union experts for the Working Groups. The ETUC has taken part in various Committee initiatives regarding employment and social policy and external relations.

The **Standing Committee on Employment**, recently reformed at the request of the Social Partners, is intended to capitalise on the vital synergies between the Luxembourg Employment Guidelines and the macro-economic guidelines of the Union. The ETUC is responsible for co-ordinating the trade union delegation (10 members) and UNICE for the employers' delegation (10 members). The 15 governments and the Commission are also represented on the Committee.

The other Committees involving the presence of the Social Partners are:

- ◆ *the European Social Fund Committee (created by the Treaty);*
- ◆ *the Luxembourg Advisory Committee for Safety Hygiene and Health Protection at Work*
- ◆ *the Advisory Committee on Vocational Training*
- ◆ *the Leonardo programme committee;*
- ◆ *the Advisory Committee on Freedom of Movement of Workers*
- ◆ *the Committee on the social security of migrant workers*

The European Social Partners are also present on the Equal Opportunities Committees and in the Advisory Forum on the Environment, but they are not equally represented.

In all these Committees, the ETUC Secretariat provides co-ordination for the trade union delegation and speaks on its behalf.

Recently, the ETUC, as well as the Industry Federations directly concerned (EFA and SETA), has been represented on the *CAP Committee*, the *Committee on Rural Development* and the *Committee on Agriculture and the Environment*.

At the **Council of Europe**, the ETUC sits on the *Liaison committee* between the Council of Minorities and the Social Partners, the *European Social Charter Committee* and the new *Steering Committee for Social Cohesion*.

The ETUC also has observer status at the **EFTA Advisory Committee**, in which Social Partners from Member States take part.

#### 9.4 *European Campaigns*

1997 was marked by a campaign from the ETUC and its national affiliates to support the call for new Community powers and an effective new Community strategy for the fight against unemployment.

A European Day of Action, planned for the 28 May, was the climax of the ETUC campaign which was carried on throughout the spring to take account of the different situation in the various countries.

The starting point was a demonstration in Brussels following the close of Renault Vilvoorde. The call for action from Belgian members quickly took a

European turn, with large numbers of French, Dutch, Luxembourg and other trade unions taking part in the streets of Brussels.

On 22 March, in Rome, a nation demonstration for employment also took on a European character, with the participation of the ETUC and a delegation from the Vilvoorde trade unions.

On 28 May there were mass demonstrations in response to the ETUC's call in Belgium (a human chain in the centre of Brussels), the Netherlands (with a human chain around the Central Bank in Amsterdam, where the June Summit was held), in the town of Luxembourg, in Austria (Vienna), Greece (Athens), Germany (Frankfurt and other towns), Denmark, Finland, Italy, Sweden, Norway, Switzerland, San Marino, Malta and also in the countries of Central and Eastern Europe, such as the Czech Republic, Hungary and Poland. Public meetings on employment were organised in the United Kingdom, Ireland, Iceland, Rumania, Bulgaria and the Slovak Republic.

The French trade unions organised a big demonstration in Paris on 10 June.

Several Interregional Trade Union Councils were involved in the ETUC action with demonstrations in border towns in the various countries.

Overall, it is estimated that around a million workers responded to the call for action launched by the ETUC and its member organisations.

The end of the campaign took place in Luxembourg, where an impressive demonstration was held on the eve of the extraordinary European Council meeting on employment.

Other initiatives to increase awareness were organised around the employment campaign, such as the cyclists' tour of several countries and the ETUC balloon over Brussels bearing the slogan "EURO for jobs" during the European Council meeting regarding the launch of the Euro held at the beginning of May 1998.

The Secretariat's Press and Information Department's hard work with the European media certainly contributed to the impact of the ETUC employment campaign. The media impact of the ETUC's initiatives between the two Congresses has in fact been considerable. Member organisations' own press (who meet in a co-ordinating group twice a year) have also made an effective contribution.

At the European Social Forum in June 1998, the ETUC and the European Platform of social NGOs (a body with which the ETUC has recently increased its contacts and co-operation) launched a campaign for a "European Charter of Social and Civic rights".

The campaign must now maintain the momentum of these first initiatives in preparation for the next ICG to revise the Treaty, which will be announced at the Cologne Summit in June 1999.

During the period examined by the Report, the ETUC Secretariat lent support to and took an active part in national campaigns led by certain Industry Federations at the sectional level, including the rail and road transport sectors, public services, initiatives for employment in the textile and energy sectors etc.

## **10 TRADE UNION COOPERATION ON AN INTERNATIONAL LEVEL**

The ETUC has continued to develop exchanges and collaboration with the ICFTU and the WCL. In various parts of this report mention is made of the many joint initiatives which have been carried out. To this must be added the EU-Mercosur trade union Conference held in May 1998 at Montevideo, and several joint representations to the European Commission regarding the Lomé Convention, development aid and North-South relations, social clauses and the respect for human and trade union rights in several countries.

The ETUC took part in ICFTU initiatives regarding the WTO (in Singapore) and relations between the EU and Asia (ASEM) and the EU and Latin America. The ETUC was also represented at the ICFTU Congress in Brussels and the WCL Congress in Bangkok, and in other WCL initiatives.

Regular contracts have been held with the Nordic Trade Union Council (NFS).

The ETUC also took part in plenary sessions of the TUAC and its major activities, particularly the annual trade union meeting which precedes the G8 Summit.

During the period of this Report, the ETUC continued to work together with USTMA and took part in its Algiers Congress. With the trade unions of Tunisia, Algeria and Morocco, existing and planned agreements between these countries and the European Union were examined, and some ad hoc initiatives took place.

In June 1996, AFL-CIO and ETUC representatives met in Brussels to discuss "The New Trans-Atlantic Agenda" which had been launched the previous December by an EU-US Summit meeting. The two organisations decided to establish a "Trans-Atlantic Labour Dialogue" to make a specific trade union input to trans-Atlantic relations, and to avoid leaving the field just to the Trans-Atlantic Business Dialogue which had been established in November 1995.

Since that time, the ETUC and the AFL-CIO have made regular joint representations to the bi-annual official Summit meetings and have organised their own top level contacts once a year in connection with the trade union G8 meetings. Joint action on core labour standards and follow-up work on the EU directive establishing European Works Councils have been key themes discussed. Both union movements have also joined forces in participating in a series of seminars organised on both sides of the Atlantic by the Commission and the US Department of Labour on such issues as labour market policy, company codes of conduct, health and safety at work.

In July 1998, an ETUC delegation visited the AFL-CIO to discuss issues of mutual concern, and to plan future activities including the launching of an annual joint seminar starting with the theme of corporate governance. A meeting of the TALD took place recently in Bonn (May 99).

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## **APPENDICES**

### **a) EUROPEAN TRADE UNION INSTITUTE**

Since 1995, the European Trade Union Institute has been characterised by the



constant improvement of its research work and its structure. With regard to research, the ETUI has concentrated its activities in three areas, these being 1) the europeanisation of industrial relations; 2) Employment, labour market and social policies; and 3) Central and Eastern Europe: enlargement, trade unions and industrial relations, and has at the same time strengthened co-operation between researchers both inside and outside the trade unions by extending and improving its research networks.

Numerous books, conferences, workshops and, a much larger number of research contributions from ETUI researchers which have been published in various forms, are all testimony to the results of the institute's work. In addition to work on original ETUI projects, the Institute has also developed its co-operation with external research institutes (e.g. the University of Warwick, the Max Planck Institute for the Study of Societies and the Observatoire Social Européen) and is also increasingly involved in the management of external projects. This in turn has clearly led to the ETUI's improved reputation not only in trade union circles, but also in both the academic and political arenas.

At the same time, the ETUC and the ETUI have intensified their mutual co-operation. This can be seen in the number of jointly organised events and in ETUI participation in various THE ETUC projects. An example of this is the legal network, NETLEX which was formally established by the ETUC, but which is supervised by the ETUI.

Since 1995, the Documentation Centre has enjoyed growing popularity, particularly amongst external visitors and researchers who use the Centre often for ambitious research projects. This confirms that the Documentation Centre is recognised as a source of specialised information. The Centre's bibliographical reference database is the principal tool which is used to meet requests for such information and currently contains 14,000 references. It is in this context that the Centre has been awarded the status of *European Documentation Centre*.

## **1995**

The year was noteworthy in particular for the ETUC executive committee's recommendations of October 1994 that research should be better focused. This led to the introduction of new research areas. At the same time, restructuring was carried out in, for example, the area of translations in order to make more resources available for research and in the form of a reorganisation of the back-office service.

1995 saw an improvement in publication concepts, particularly with the first appearance of the quarterly journal, *TRANSFER*. In addition, work began with external publishers in both France and Germany which should promote better dissemination of the Institute's research findings.

## **1996**

Restructuring of the ETUI continued. The Institute's new direction enabled projects to be better focused, and this contributed to the formation of a clearer profile and created a solid foundation for significantly improved co-operation with external research institutes. In 1996 a total of 26 projects were conducted, most of which entailed the creation of research networks. This extended co-operation with external researchers also contributed to a much broader dissemination of the ETUI's research findings.

The ETUI's publications capacity also expanded considerably. The quarterly journal *TRANSFER* met with a positive response. In 1996 four books were published along with two ETUI reports. The first country reports for the *Handbook of Trade Unions in Europe* were also published.

Perceptible progress was also made in the sphere of meetings and other network activities. Twelve workshops and numerous network meetings were conducted, and three major research conferences each of which attracted some 200 participants.

*Social protection : facing up to changes and challenges* conference was particularly interesting. European systems of social protection and the European social model are currently both confronted by fundamental structural change. During the conference, possibilities were discussed for the protection and further development of these systems which are bound by the conditions of change. A full account of the results of the conference have been published in both English and German.

Two other conferences dealt with European Works Councils and the europeanisation of industrial relations and with the Increase of employment by technical development and improvement of competitiveness.

## **1997**

The ETUI's three research units conducted a total of some 40 projects on the basis of the work programme adopted by the Management Committee and General Assembly. Many of these gave rise to additional publications.

Once again, the ETUI instigated discussions on a number of themes which urgently required the attention of the European trade unions. One example of these is *the New paths in working time policy* conference that was held jointly with the ETUC in October. This was an opportunity for an open and constructive debate which served principally to carry forward the discussion begun at the 8th THE ETUC statutory congress in 1995 on the workingtime issue which now had to be expanded to include consideration of *lifetime working hours*.

Particular interest was prompted by the publication *Social Pacts in Europe* in which the ETUI, in conjunction with the Observatoire Social Européen (OSE), sought to make a topical contribution to employment policies in Europe and to the debate the European employment pact. Particular attention was also paid to developments in Central and Eastern Europe with an issue of *TRANSFER* entitled *Industrial relations in the new market economies*.

## **1998**

In February 1998, on the occasion of the 25th anniversary of the ETUC, the ETUI, in conjunction with the ETUC, organised a major conference entitled *New Times, New Unions* which examined the future of the trade unions in the new context of globalisation, individualisation and increasing social exclusion. It was asked how the trade unions were to react to these new challenges and what the effects of a changed social environment, new occupational profiles and the new expectations of social organisations would be on trade unions.

EU enlargement and the implication for labour markets was chosen as the subject for an in-depth research project which started in the second half of this year. Special attention was also given to developments in industrial relations in

the CEECs. A project was conducted in co-operation with the Max Planck Institute for the Study of Societies to analyse the developments of employer organisations in the CEECs.

Among the numerous workshops and conferences organised by the ETUI in 1998, three merit particular mention because they demonstrate the extent to which the ETUI has developed its co-operation with other institutes since 1995. In June, the ETUI, in co-operation with *Notre Europe* (headed by Jacques Delors), organised a seminar on national employment pacts. Within the framework of the Swedish SALTSA programme, the ETUI in co-operation with Swedish THE ETUC affiliates LO, TCO and SACO and the Swedish National Institute for Working Life, held a seminar in December on entrepreneurship as one element of the European employment strategy. The ETUI also organised a seminar in December on *Local employment initiatives in Europe* in co-operation with the Free University of Brussels.

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### **TRANSFER** - European Review of Labour and Research - Issues 1995-1998

- 1995 1/1995 Modernisation of trade unions in Europe
- 2/1995 European works councils (EWCs)
- 3/1995 Labour relations and trade unions in central and Eastern Europe
- 4/1995 Job creation policies in Europe
  
- 1996 1/1996 Gender relations
- 2/1996 EMU and collective bargaining
- 3/1996 Industrial relations and the environment
- 4/1996 Work and social protection in the age of flexibility
  
- 1997 1/1997 The public service in Europe: Modernisation and social dialogue
- 2/1997 Industrial relations in the new market economies
- 3/1997 Trade unions towards the 21st century
- 4/1997 Territorial excellence: Time and quality in the cities
  
- 1998 1/1998 Final steps towards the Euro
- 2/1998 Participation and work organisation
- 3/1998 Local employment initiatives
- 4/1998 Redistribution and organisation of work

### **b) EUROPEAN TRADE UNION TECHNICAL BUREAU**

#### *The changing role of the TUTB*

Since its creation ten years ago, the main purpose of the European Trade Union Technical Bureau for Health and Safety has been to provide technical support and expertise to the ETUC and in particular to trade union representatives who are informed and consulted by the European Commission on proposed legislation or other Community instruments concerning aspects of the working environment, especially health and safety. The TUTB's remit covers both legislative and non-legislative measures. Among the latter, voluntary harmonised technical standards, drawn up by European standards organisations at the Commission's request against the background of directives guaranteeing

the free market together make up a body of instruments which form the working conditions and level of protection enjoyed by workers.

The TUTB's technical expertise is based in part on the TUTB team's professional experience of prevention and in part on networks of national experts from trade unions and bodies for prevention, research and providing information for workers.

The role of the TUTB is part of a European trade union movement project to defend the interests of workers, by reflecting their situations and collective actions but also by promoting improved working conditions on the basis of the principles set out in Community directives.

The application of Community directives has been a central theme for the TUTB's activities. After a period concentrating on following up the Commission's legislative programme and technical standards, the TUTB's main activities today focus on areas which have come to light by the implementation of directives, and on the changes which have come about in working conditions and the organisation of work, including the difficulties experienced by workers in insecure positions and questions involving stress and the intensification of work. The TUTB's involvement in technical work is part of a move to apply the principles of prevention set out in Community directives in a more consistent fashion.

#### *Main activities*

#### **Trade union observatory for the application of health and safety directives**

An observatory for the transposition and application of Community directives was set up to encourage the gathering of information on various topics, and exchanges regarding national legislation and national debates on the changes in systems of prevention and risk. The work also included the drawing up of various national reports by trade union experts on the conditions under which some Community directives are being applied, particularly the framework directive of 1989. The work has also made it possible to publish a number of descriptive and comparative studies of prevention systems, stressing the role of workers' organisations in the process of defining standards. Several reports on the application of Community directives have also been published: on carcinogens, working at screens, stress and well being at work.

In 1997 a public conference was organised which was attended by 200 people from 27 countries. The Observatory's work was presented and discussed. This conference underlined the importance, for the future of European social legislation, of establishing non-judicial complaints procedures, of finding ways of receiving feedback from the legislation and of improvements to legislation to take account of the new risks and changes in the organisation of work.

#### **Expertise**

The TUTB supplies expert services to the Workers' group of the Luxembourg tripartite advisory Committee. Every year the TUTB has prepared and contributed to the summer conference addressed to the group. During the period since the last ETUC Congress TUTB experts have also taken part in the work of twelve Committee working groups including some Standing Groups. For several months the TUTB has been providing a similar expert service to the

workers' group of the board of administration of the Health and Safety Agency in Bilbao.

Since the TUTB was first set up, the ETUC has given it responsibility for taking part in harmonisation work associated with the commercial directives covering chemical equipment and products. For this the TUTB established a network of trade union experts taking part in work at national level. Every year the TUTB brings these experts together and organises training especially designed for network member in co-operation with AFETT. Technical work on working equipment takes place within private bodies, the CEN/CENELEC; the TUTB has made a point of becoming a source of information regarding this work and of developing its ability to influence it. Since 1995 the TUTB has been an associate member of CEN (without voting rights) and for the last year it has also been a member of the technical work management body. Contributions concentrate on the application of the Directive to machines and ergonomic questions. The TUTB has published a draft ergonomic guide for machine designers and has also prepared a guide to the assessment of musculo-skeletal risks, an area in which the ETUC is carrying out a Europe-wide awareness campaign.

Regarding chemical substances, technical work is organised by the Commission (Directorates General for the Environment and Industry). Emphasis is placed on carcinogenic substances, particularly asbestos. The TUTB has taken part in all the activities connected with the ban on the sale of asbestos and those relating to the classification of artificial mineral fibres.

### **Support for the European Trade Union movement**

The ETUC secretariat and the European Industry Federations regularly call on the technical support provided by the TUTB. In the last two years, the TUTB has mainly contributed to the ETUC's campaign regarding musculo-skeletal diseases, the most common complaint of European workers according to a survey carried out by the Dublin Foundation. (The TUTB has also been involved with the Foundation's work in this area). It should be noted that these complaints are commonly caused by unsuitable working arrangements. Several publications have been produced on this topic with the aim of supporting workers' representatives and training staff: a risk evaluation guide for trade union representatives, a report on trade union actions, and a special report on including the gender dimension in the evaluation of ergonomic risks.

A number of activities were carried out at the request of the industry federations, including taking part in a study of the tanning sector, and a survey of musculo-skeletal problems in the textile industry. The TUTB has also carried out a study of the transposition of the framework Directive in the public sector (4 countries). It has taken part in many meetings on specific topics and sectional trade union activities in the countries which are candidates for accession to the European Union.

### **Integration of the Central and Eastern European Countries**

At the request of the ETUC Secretariat the TUTB has also set up a network of experts in the candidate countries, in co-operation with the national integration committees, the long term aim of which is to include trade union experts from these countries in the TUTB's networks and activities. Information regarding knowledge of national situation has also been collected, making it possible to reflect national debates regarding the transposition of Community directives and to organise exchanges of information about trade union activities. These activities should be developed further in the future.



### **Developing an information system**

Since 1995 the TUTB has published a Newsletter which is widely distributed and which contains articles by the TUTB teams and contributions from national experts. Ten issues have so far been published in two languages. In 1998 a web site was opened allowing on-line access to two bibliographical data bases developed by the TUTB team.

### **The Treaty of Amsterdam: a new framework for action**

Until now the experience of the TUTB has grown around Community legislation based on Treaty articles 118A and 100A. New challenges emerge now that the Amsterdam Treaty has been ratified: the increasing role of the Social Partners in the legislative process will bring new responsibilities, and the integration of European policy on the working environment into social policy as a whole will make it possible to establish new expert networks to strengthen the TUTB's contribution to trade union activities directed towards the changes which are coming about in the world of work.

### **c) ETUCO/AFETT**

The ETUCO and AFETT have continued to ensure that their activities are integrated into the policy guidelines of the ETUC, and the themes of The ETUCO and AFETT training activities have been established in response to the policy priorities of the secretariat of the ETUC. The ETUCO and AFETT have significantly improved their services to the European Industry Federations and have co-ordinated a series of sectional courses and courses for European Works Councils in direct response to the latter's policy priorities. As a result of extensive consultations with the ETUC affiliates, both confederations and European Industry Federations, the ETUCO and AFETT have ensured that all their training activities respond to the needs of trade union organisations at the European and national levels.

The ETUCO and AFETT have continued to play a leading role in informing the strategic development of trade union education in Europe by organising the Education Council on behalf of the ETUC. These annual Education Council meetings have addressed issues of political importance, (training for European Works Councils and for countries of Central and Eastern Europe; training on social protection and on Economic and Monetary Union), as well as the latest developments in national and European trade union education (e.g. new forms of course delivery and distance learning). These meetings have been attended by heads of education from the vast majority of the ETUC affiliates.

Since the last the ETUC Congress, the ETUCO and AFETT have co-ordinated and delivered 211 European courses for trade union leaders, officers and representatives with European responsibilities. Through these courses the ETUCO and AFETT have been able to provide a real added value for the European trade union movement and an excellent opportunity for developing a European trade union cultural identity. As a result, 4.108 key members of the European trade union movement (28 % of whom are women) have been able to compare situations at the national level, to improve their understanding of latest European developments and to plan further activities at the national and European levels.

the ETUCO and AFETT have organised for established target groups a variety of 'core' European courses reflecting key the ETUC policy priorities, *inter alia*,



Economic and Monetary Union, Social Dialogue, Equal Opportunities, collective bargaining at the European level, working time, atypical work, the future of public services in Europe, social protection, health and safety at work, cleaner technology and information society. In addition, the ETUCO and AFETT have provided a vast range of tailor-made courses in response to the changing needs of the ETUC affiliates - courses on a wide range of sectional issues; courses to enable new EU members and new the ETUC members to integrate more readily into European trade union activities; courses to improve communications between European trade unionists (English, French and German); courses to enhance project strategic and management skills; courses in response to emerging policy priorities, notably the creation of European Works Councils. Further up-to-date information about courses can be obtained from <http://www.the ETUC.org/the ETUCO/> and <http://www.the ETUC.org/afett/>

In order to improve the quality of these transnational training activities and also to strengthen the European dimension of national trade union education, the ETUCO and AFETT have continued to undertake a number of significant initiatives.

The ETUCO and AFETT have developed European teaching and learning methodologies and continued to organise pedagogical courses (training trainers, needs analysis) and workshops (materials development, foreign language training, evaluation) and also workshops for specific target groups (European Works Councils, Countries of Central and Eastern Europe). These activities have reinforced networks of Eurotrainers by developing shared notions of best pedagogical practice and by offering regular training opportunities for trainers to update their own knowledge and skills. In addition, the ETUCO and AFETT have introduced a joint newsletter *AGORA - trade union education in Europe* and launched an Internet site.

The ETUCO and AFETT have also developed their work on training resources, either through the production of their own materials or through contributions to materials produced in partnership with other trade union organisations, and have disseminated information about their own materials in a more systematic fashion through workshops, presentations and improved publicity. The ETUCO and AFETT have started to catalogue existing training materials within the European Trade Union Education Resource Centre (ETUERC) and have disseminated information about this development to all affiliates. The ETUCO and AFETT have also started to examine ways in which course delivery can be supported by new distance learning techniques and have prepared and carried out a number of projects to support training for trainers, European Works Council representatives, young trade union officers and foreign language learners. Further up-to-date information on materials can be obtained from <http://www.the ETUC.org/the ETUCO/matintro.cfm>

The ETUCO and AFETT have developed co-operative partnerships between the ETUC affiliates which contribute to the development and delivery of trade union education at the European level and have endeavoured to support supplementary trade union education activities financed by the different education and training programmes of the European Union. The ETUCO and AFETT have successfully managed a series of key projects which have, *inter alia*, reinforced the use of computer-based communications and enhanced the European Union Information Service, providing the ETUC affiliates with an on-line information library, help desk and a partner search database for European education projects; produced foreign language learning materials; set up

partnerships between trade union education departments in Eastern Europe with their counterparts in Western Europe and improved the networking of trainers within Central and Eastern Europe; improved project management skills; and assisted the process of training on environmental issues. Furthermore, the ETUCO and AFETT have been partners in a series of projects co-ordinated by the ETUC affiliates and in this way shared their own expertise, notably in the field of transnational training, intercultural communication and Europe-wide dissemination. Further up-to-date information about the European Union Information Service can be obtained from <http://www.etuenet.org/en/euinfo/index.cfm>

Although the ETUCO and AFETT are separate organisations from a legal and financial standpoint, a series of initiatives have been undertaken to ensure that they act in a complementary fashion. Unnecessary duplication has been avoided, and staff has been deployed to meet the needs of both organisations. In addition, officers have been engaged in a series of joint activities to ensure a more coherent approach to European trade union education activities.

Co-operation with other the ETUC institutions (ETUI, TUTB) has improved and led to a number of joint activities, the design and delivery of certain courses and the production of training materials. Co-operation has also improved with the institutions and agencies of the European Union, notably different Directorates General of the Commission (DG V, DG XIII and DG XXII), the European Training Foundation, the Economic and Social Committee and the European Foundation for the Improvement of Living and Working Conditions.

The next four years will be ones of great change, as the introduction of the Euro begins to have an impact on collective bargaining, further steps are taken to enlarge the European Union and European Works Councils begin to play a more significant role. Trade union education must be ready to respond to these challenges in a flexible way and to take advantage of new distance learning techniques so that the needs of key members of the European trade union movement can be successfully addressed.

#### **d) *EUROCADRES***

It is generally thought that around 15 % of employees occupy management positions and we know that this number is growing.

The Council of European professional and managerial staff - EUROCADRES - brings together managerial staff organised in Europe in a wide variety of structures. Set up under the auspices of the ETUC, it represents 5 million managerial staff from all sectors of industry, public and private services and administrative departments.

EUROCADRES is recognised as a European Social Partners by the European Commission. EUROCADRES draws up proposals and intervenes in all questions which affect managerial staff. It represents managerial staff in the institutions and bodies and represents them in the Social Dialogue and collective bargaining at European level.

Over recent years EUROCADRES has acted chiefly in the following areas:

- ◆ employment

- ◆ conditions for the mobility of managerial staff in Europe (information on employment, recognition of qualifications, supplementary pensions etc.)
- ◆ equal opportunities
- ◆ the roles and tasks of managerial staff
- ◆ working conditions and working time
- ◆ new technologies and the information society.

In these areas EUROCADRES has made the voice of managerial staff heard in European discussions on employment, mobility, social protection, management methods etc. Among its achievements are: ensuring the appearance of the Directive on the transferability of supplementary pensions; ensuring that the agreement on part time working takes account of the particular situation of managerial staff; ensuring that high level group report on free movement stresses the need for new European initiatives for the recognition of qualifications, and putting forward proposals for this.

In carrying out these activities EUROCADRES has been supported by the work and contributions of member organisations, particularly at the symposiums which it has organised on such areas as:

- ◆ the balance between working and family life (1995);
- ◆ building a European management model (1996);
- ◆ working time and work loads (1997);
- ◆ organisation of work, new technologies and flexibility: challenges for managerial staff (1998).

Like its seminars and training sessions, these exchanges of views and experiences have involved public and private management staff, trade unionists, university teachers and researchers, and have been run in collaboration with AFETT and the European Trade Union Institute.

EUROCADRES has developed its communications with the publication of EUROCADRES-FLASH and with a number of brochures, as well as through a web site: <http://www.the ETUC.org/eurocadres>

The management committee of EUROCADRES is now composed of 24 members from 17 countries and 7 European Industry Federations and its Secretariat is supported by EURO-FIET and the ETUC. The Constitution has been amended, drawing lessons from experiences and taking new needs into account. The new Constitution, adopted in 1998, sets out more clearly the aims of EUROCADRES including its mandate to represent managerial staff vis-à-vis institutions and bodies and in particular to take part on their behalf in Social Dialogue and collective bargaining. It also requires EUROCADRES to hold its congress in future every four years.

EUROCADRES has built a somewhat untypical organisation, flexible and network-based. The report of the last Plenary Assembly of EUROCADRES identifies three priorities for its development:

- ◆ to strengthen its capacity for exchanges and discussions and to prepare proposals adapted to its needs;
- ◆ strengthen its capacity for liaison and the co-ordination of initiatives with member organisations to improve efficiency;
- ◆ strengthen its visibility to become more widely known and bring more co-ordination to its actions.

**e) EFREP**

The European Federation of Elderly and Retired Persons (EFREP) brings together 36 organisations from 23 countries and represents 10 million retired and elderly people.

Its organisation is similar to that of the ETUC. At its 1995 congress the accent was on solidarity across the generations, the rights of individuals, a democratic and social European Union, the incomes of pensioners and elderly people, the introduction of a dependency allowance, the ageing workforce, the transition to retirement and the right to accommodation and transport.

The "News in brief" has made a serious contribution to the policies led by EFREP.

EFREP has striven to avoid a situation of conflict between the generations and to set up links with young people.

Two major conferences have been organised, the first on "What solidarity for the third millennium?". A document drafted by Marie-Paule Connan served as the basis for discussions. A question-and-answer-based study was carried out in order to develop a policy position regarding the social economy, sources of employment and the voluntary sector. A second conference on "What kind of Europe for our grandchildren?" dealt with the political and democratic deficits and the need to incorporate fundamental civil, economic and social rights into the Treaty when it is revised before enlargement. Twenty-five fundamental rights were selected. Clear positions were defined. On this occasion a competition was organised, with more than a thousand letters written by grandparents to their grandchildren. Five letters were awarded prizes by a jury made up of representatives of EFREP and ETUC youth.

EFREP has observed that the liaison committee on which it served has been put in a difficult position following a forcible take-over by Commissioner Flynn and has reacted against the creation of a European platform for elderly people.

The European Parliament of Senior Citizens held on 1 and 2 October 1998 heard EFREP's demands. The report produced by the parliament's rapporteurs was amended, thanks to the parliamentary friends of EFREP.

EFREP reacted against the positions taken up by the Forum on Civil Society which was presenting itself as the sole interface with the European authorities.

EFREP went into action on 15 April 1999. Demonstrations were organised in many countries. A letter containing EFREP's demands was addressed to all the Heads of State and Government.

A European minimum pension and a minimum level of resources based on the recommendation of June 1992 calculated on the basis of the same percentage of per capita GDP in each country is demanded, as well as insurance against dependence for the organisation of care and assistance needed at home and the right to suitable accommodation.

EFREP has asked the ETUC to consider the issue of its recognition with full Federation status.

**f) *Interregional Trade Union Councils***

On examining the record of the 38 ITUCs, it can be seen that their work focuses on defending the interests of frontier workers. Initially, ITUCs concentrated on uncovering and recording the problems which arise from the fact the workers live in one State and work in another. Difficulties associated with exchange rates, the lack of co-ordination between social security and tax systems, and the lack of mutually recognised qualifications were the major issues which came to light. Euro-regional, national and European solutions were proposed. Sometimes there are also problems arising from being a member of a trade union in the State of residence whilst working in another State. For example, in some cases national law states that the advantages won through collective bargaining only apply to members of the trade union in the State of employment.

Trade union action in support of frontier workers continues to be necessary. It has acquired a new importance, thanks to the introduction of EURES-Cross-border and to the trade union Euro-advisors one of whose roles is to draw attention to the problems mentioned above. It includes providing individual services for frontier workers, public information regarding changes in legislation, and actions and measures taken on this subject at all levels, Euro-regional, national and European. Enlargement towards the CEEC and the EU-Swiss agreement only increase the importance of these priorities.

There has subsequently been a gradual trend towards trade union action focusing more on development strategies for frontier areas, or even a reorganisation of economic activities, and on a policy for creating a more favourable environment for jobs in the region. However, this approach to trade union action has not been developed in all the ITUCs, nor to the same extent. The measures involved concern vocational training, calls for employment observatories and/or tripartite committees (such as an economic and social council) and communications infrastructure. EU tools specifically designed for the frontier regions such as EURES-Cross-border and INTERREG have played a part in these initiatives.

A third aspect relates to actions to develop social dialogue. This is limited to a small number of ITUCs and is still in the early stages. It is not always easy to identify a spokesman for the employers. A pilot project in three frontier regions set up under the EURES-Cross-border initiative has certainly given social dialogue a boost.

As well as trade union action within the Euro-region, we should also mention the European dimension of the ITUC's work. The ETUC meets ITUC Presidents two or three times a year to establish joint positions regarding EU policies which have an impact on frontier regions, particularly the EURES-Cross-border and INTERREG measures. The exchanges of experience which take place at these meetings are a source of inspiration for ITUC action. In this way, slowly but surely, social dialogue in the Euro-regions is making progress. This working group also decides on certain joint actions. In September 1995 a day of action was held in all the ITUCs simultaneously to draw attention to employment problems in the Euro-region. These demonstrations were reported by all the local and regional press.

The ITUCs have always taken an active part in European demonstrations called by the ETUC. During recent months, in the run-up to the Congress, they have

been debating the introduction of the Euro and its impact on frontier regions. They represent grass-roots European trade unionism and have considerable potential for action and mobilisation.

### **INTERREGIONAL TRADE UNION COUNCILS (ITUC'S)**

*Situation as at October 1998*

	<b>ITUC</b>	<b>Country</b>	<b>Constitution</b>
1.	Saar / Lor / Lux / Rhénanie Palatinat	D, F, L	1976
2.	Maas / Rhein	B, NL, D	1978
3.	Weser-Ems / Noordnederland	D, NL	1979
4.	Alsace / Südbaden / Basel	F, D, CH	1980
5.	Rijn-Rhein / Ijssel / Ems	D, NL	1980
6.	Hainaut/ Nord-Pas-de-Calais/West Vlaanderen/South East England	B, F, UK	1979
7.	Lombardie / Tessin/Piemonte	I, CH	1982
8.	Pyrenees / Mediterranee	F, E	1983
9.	Galicia / Norte de Portugal	E, P	1985
10.	Piemonte / Val d' Aosta / Rhones-Alpes	F, I	1990
11.	Provence / Côte d' Azur / Liguria	F, I	1990
12.	Nordmark / Sønderjylland	D, DK	1991
13.	Pyrenees Occidentales- Axe Atlantique	E, F	1992
14.	Northern Ireland / Republic of Ireland	UK, IRE	1991
15.	Alsace / Baden / Südpfalz	F, D	1991
16.	Schelde / Kempen	B, NL	1992
17.	Extremadura - Alentejo	E, P	1994
18.	Andalucia - Algarve	E, P	1994
19.	Friuli - Venezia - Giulia- Slovenia	I, SL	1994
20.	Elbe - Neisse	D, PL,TCH	1993
21.	Pôle Européen de Développement	F, L, B	1987
22.	Charleroi - Namur / Champagne Ardenne	F, B	1993
23.	Friuli / Venezia -Giulia/ Kärnten	I, A	1994
24.	Arc Jurassien	F, CH	1995
25.	Bayern / Tirol / Vorarlberg / Salzburg	D, A	1995
26.	Friuli / Venezia-Giulia / Veneto / Istria Croata	I, Croatie	1995
27.	San Marino /Emilia Romagna / Marche	I, San Marino	1995
28.	Øresund	S, DK	1995
29.	Pommerania	D, PL	1995
30.	Castilla- León / Beira Nordeste	E, P	1995
31.	Lombardia-Sondrio-Grigioni	I, CH	1996
32.	Alpes Centrales	I,A	1996
33.	Viadrina (Berlin/Brandenburg/Gorzow Zielonogor)	D, PL	1996
34.	Pouilles / Patras	I, GR	1996
35.	Rijn / Waal	NL, D	1996
36.	Piemonte/Vallese	I,CH	1996



<b>ITUC</b>		<b>Country</b>	<b>Constitution</b>
37.	BoBa	D,Tchéq.	1997
38.	Circumpolar North	FIN,S,N	1998

### MEMBERS OF THE STEERING COMMITTEE

<b>MEMBRES EX-OFFICIO</b> <b>EX-OFFICIO MEMBERS</b> <b>EX-OFFICIO MITGLIEDER</b>		
Président - <i>President</i> - Präsident	Fritz VERZETNITSCH	
Secrétaire Général - <i>General Secretary</i> - Generalsekretär	Emilio GABAGLIO	
Secrétaire Général Adjoint - <i>Deputy General Secretaries</i> Stellvgeneralsekretär	Jean LAPEYRE	
	Erik CARLSLUND	
<b>MEMBRES ELUS PAR LE COMITE EXECUTIF</b> <b>MEMBERS ELECTED BY THE EXECUTIVE COMMITTEE</b> <b>VOM EXEKUTIVAUSSCHUSS GEWÄHLTE MITGLIEDER</b>		
Confédérations Syndicales Nationales <i>National Trade Union Confederations</i> Nationale Gewerkschaftsbünde	D. SCHULTE	DGB
	D. LEA	TUC
	N. NOTAT (Ms)	CFDT-UNSA/FO/CFTC
	S. D'ANTONI	CGIL/CISL/UIIL
	C. MENDEZ	UGT - CC.OO
	L. de WAAL	FNV
	Y. HAAGENSEN	LO-N
	I. OHLSSON (Ms)	TCO
	W. PEIRENS	CSC
	M. NOLLET	FGTB
J. CASTEGNARO	CGTL-LCGB	
Fédérations Syndicales Européennes <i>European Industry Federations</i> Europäische Gewerkschaftsverbände	Jan CREMERS	FETBB
	Aidan WHITE	FEJ
	A. MOUCHOUX	CSEE
Comité Femmes - <i>Women's Committee</i> Frauenausschüsse	M. NOLAN (Ms)	

### ETUC EXECUTIVE COMMITTEE MEMBERS

<b>Pays</b> <b>Countries</b> <b>Länder</b>	<b>Organisations</b> <b>Organisations</b> <b>Organisationen</b>	<b>Membres</b> <b>Members</b> <b>Delegierte</b>	<b>Suppléant(e)s</b> <b>Deputies</b> <b>Stellvertreter/inne</b> <b>n</b>
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<b>Pays Countries Länder</b>	<b>Organisations Organisations Organisationen</b>	<b>Membres Members Delegierte</b>	<b>Suppléant(e)s Deputies Stellvertreter/innen</b>
<b>CES - ETUC - EGB</b>			
Président - <i>President</i> - Präsident		Fritz VERZETNITSCH	
Secrétaire Général - <i>General Secretary</i> - Generalsekretär		Emilio GABAGLIO	
Secrétaires Gén. Adj. - <i>Dep. Gen. Secretaries</i> Stellv. Generalsekretäre		Jean LAPEYRE	
		Erik CARLSLUND	
<b>CONFEDERATIONS SYNDICALES NATIONALES - NATIONAL TRADE UNION CONFEDERATION NATIONALE GEWERKSCHAFTSBÜNDE</b>			
AUTRICHE - <i>AUSTRIA</i> ÖSTERREICH	ÖGB	Karl DROCHTER	
		Karl-Heinz NACHTNEBEL	Karl KLEIN
BELGIQUE - <i>BELGIUM</i> BELGIEN	FGTB	Michel NOLLET	
		Mia DE VITS (Ms)	Daniel VAN DAELE
	CSC	Willy PEIRENS	
		Josly PIETTE	Luc CORTEBEECK
BULGARIE - <i>BULGARIA</i> BULGARIEN	CITUB	Zeljazko HRISTOV	
		Plamen DIMITROV	Vaska DIMITROVA (Ms)
	PODKREPA	Konstantin TRENTCHEV	Dimitar MANOLOV
CHYPRE - <i>CYPRUS</i> ZYPERN	SEK	Michael IOANNOU	Demetris KITTENIS
	TÜRK-SEN	Onder KONULOGLOU	Nihad ELMAS
REPUBLIQUE TCHEQUE <i>CZECH REPUBLIC</i> TSCHECHISCHE REP.	CMK OS	Richard FALBR	
		Zdenek MÁLEK	Dana STECHOVA (Ms)
DANEMARK - <i>DENMARK</i> DÄNEMARK	LO-DK	Hans JENSEN	
		Ib WISTISEN	Charlotte FUGLSANG (Ms)
	FTF	Anker CHRISTOFFERSEN	Søren KARGAARD
	AC	Svend M. CHRISTENSEN	Evy IVARSSON (Ms)
FINLANDE - <i>FINLAND</i> FINNLAND	SAK	Lauri IHALAINEN	
		Tuulikki KANNISTO (Ms)	Pekka AHMAVAARA
	AKAVA	Mikko VIITASALO	Markku ÄÄRIMAA
	STTK	Esa SWANLJUNG	Martti REUNA
FRANCE - <i>FRANCE</i> FRANKREICH	FO	Marc BLONDEL	
		René VALLADON	Jean-Jacques DANIS
	CFDT-UNSA	Nicole NOTAT (Ms)	
		Alain OLIVE	Jean-François TROGRIC
	CFTC	Gérard SAUTY	Armel GOURMELON
	CGT	Bernard THIBAUT	Joël DECAILLON

<b><i>Pays Countries Länder</i></b>	<b><i>Organisations Organisations Organisationen</i></b>	<b><i>Membres Members Delegierte</i></b>	<b><i>Suppléant(e)s Deputies Stellvertreter/innen</i></b>
ALLEMAGNE - GERMANY DEUTSCHLAND	DGB	Dieter SCHULTE	Karl FELDENGUT
		Ursula ENGELEN-KEFER (Ms)	Wilhelm ADAMY
		Heinz PUTZHAMMER	Klaus SCHMITZ
		Regina GÖRNER (Ms)	Wolfgang LUTTERBACH
		Klaus ZWICKEL	....
	DAG	Roland ISSEN	Werner Anton REUER
GRECE - GREECE GRIECHENLAND	GSEE	Christos POLYZOGOPOULOS	Georges DASSIS
	ADEDY	Giannis KOUTSOUKOS	Ilias VRETAKOS
HONGRIE - HUNGARY UNGARN	LIGA	István GASKÓ	Erika KOLLER (Ms)
	ASZSZ	Lajos FÖCZE	Pál GERGELY
	SZEF	Endre SZABO	Judit GULYAS (Ms)
	MSzOSz	László SÁNDOR	Karoly GYÖRGY
	MOSz	Imre PALKOVICS	Krisztina GECOV (Ms)
ISLANDE - ICELAND ISLAND	ASI	Gretar THORSTEINSSON (Ms)	Ari SKULASON
	BSRB	Ögmundur JONASSON	....
IRLANDE - IRELAND IRLAND	ICTU	Peter CASSELLS	William A. ATTELEY
ITALIE - ITALY ITALIEN	CGIL	Sergio COFFERATI	Ettore MASUCCI
		Guglielmo EPIFANI	Giacomo BARBIERI
	CISL	Sergio D'ANTONI	Luigi CAL
		....	Giacomina CASSINA (Ms)
	UIL	Pietro LARIZZA	Carmelo CEDRONE
	Adriano MUSI	Giorgio LIVERANI	
LUXEMBOURG LUXEMBURG LUXEMBURG	CGT-L	John CASTEGNARO	Jean-Claude REDING
	LCGB	Robert WEBER	André WANTZ
MALTE - MALTA MALTA	GWU	Tony ZARB	Alphonse MELI
	CMTU	Alfred BUHAGIAR	Charles MAGRO
PAYS-BAS - NETHERLANDS NIEDERLANDE	FNV	Lodewijk DE WAAL	Jeannette VAN DER HOOFT (Ms)
		Kitty ROOZEMOND (Ms)	Jos KESTER
	CNV	Doekle TERPSTRA	Rienk VAN SPLUNDER
	MHP	Wolter W. MULLER	A.H. VERHOEVEN
NORVEGE - NORWAY NORWEGEN	LO-N	Yngve HAAGENSEN	Jan Kr. BALSTAD
	AF	Aud BLANKHOLM	Martin BJERCKE
POLOGNE POLAND POLEN	NSZZ Solidarnosc	Marian KRZAKLEWSKI	Zofia PIOTROWSKA (Ms)
		Andrej ADAMCZYK	Aleksandra MIETLICKA (Ms)
PORTUGAL - PORTUGAL PORTUGAL	UGT-P	Joao PROENCA	Oliveira Costa RUI
	CGTP-IN	Manuel CARVALHO DA SILVA	Florival ROSA LANCA

<b>Pays Countries Länder</b>	<b>Organisations Organisations Organisationen</b>	<b>Membres Members Delegierte</b>	<b>Suppléant(e)s Deputies Stellvertreter/innen</b>
ROUMANIE - ROMANIA RUMÄNIEN	CARTEL ALFA	Bogdan Iuliu HOSSU	Achille DUTU
	CNSLR-Fratia	Pavel TODORAN	Luca LIVIU
	BNS	Dumitru COSTIN	Corneliu POPESCU
	CSDR	Iacob BACIU	....

<b>Pays Countries Länder</b>	<b>Organisations Organisations Organisationen</b>	<b>Membres Members Delegierte</b>	<b>Suppléant(e)s Deputies Stellvertreter/innen</b>
SAN MARIN - SAN MARINO SAN MARINO	CSdL	Giovanni GHIOTTI	
	CDLS	Marco BECCARI	
SLOVAQUIE - SLOVAKIA SLOWAKISCHE REP.	KOZ SR	Ivan SAKTOR	Jozefa SVIRECOVA (Ms)
		Eva MEŠT'ANOVÁ (Ms)	....
SLOVENIE - SLOVENIA SLOWENIEN	ZSSS	Dusan SEMOLIC	Pavle VRHOVEC
ESPAGNE - SPAIN SPANIEN	UGT-E	Candido MENDEZ	Manuel BONMATI
	ELA-STV	José Miguel LEUNDA	José ELORRIETA
	CC.OO	Antonio GUTIERREZ VEGARA	Juan MORENO
SUEDE - SWEDEN SCHWEDEN	LO-S	Bertil JONSSON	Ulf EDSTRÖM
		Wanja LUNDBY-WEDIN (Ms)	Bo RÖNNGREN
	TCO	Inger OHLSSON (Ms)	Bengt NÖRBY
		Lilian RINGSAND (Ms)	Karl-Erik SVENSSON
	SACO	Anders MILTON	Anders LÖNNBERG
SUISSE - SWITZERLAND SCHWEIZ	CNG	Hugo FASEL	....
	SGB	Margrit MEIER (Ms)	Urs MUGGLIN
	VSA	Hans-Rudolf ENGGIST	....
TURQUIE - TURKEY TÜRKEI	DISK	....	Yücel TOP
	TÜRK-IS	Bayram MERAL	Enver TOÇOGLU
	HAK-IS	Salim USLU	Osman YILDIZ
	KESK	Siyami ERDEM	....
ROYAUME-UNI - UK VEREINIGTES KÖNIGREICH	TUC	John MONKS	Rodney BICKERSTAFFE
		Rita DONAGHY (Ms)	Barry REAMSBOTTOM
		David LEA	Jimmy KNAPP
		John EDMONDS	Maureen ROONEY (Ms)
Observateurs - Observer Beobachterstatus	Croatie - Croatia Kroatien	UATUC	Davor JURIC
	Estonie - Estonia Estland	EAKL	Harri TALIGA
		TALO	Toivo ROOSIMAA
	Lettonie - Latvia Lettland	LBAS	Joris RADZEVICS
	Lithuanie - Lithuania Litauen	LDS	Aldona BALSIIENE (Ms)
LPSS		Grazina GRUZDIENE (Ms)	

<b>Pays Countries Länder</b>	<b>Organisations Organisations Organisationen</b>	<b>Membres Members Delegierte</b>	<b>Suppléant(e)s Deputies Stellvertreter/innen</b>
<b>FEDERATIONS SYNDICALES EUROPEENNES - EUROPEAN INDUSTRY FEDERATIONS EUROPÄISCHE GEWERKSCHAFTSVERBÄNDE</b>			
FSE EIF EGV	FEM - EMF - EMB	Reinhard KUHLMANN	....
	EURO-FIET	Philip J. JENNINGS	....
		Bernadette TESCH-SEGOL (Ms)	....
	<i>Comunicat. Intl Eur.C.</i> Europäischer Ausschuß Intern. Kommunikation	Philip BOWYER	John PEDERSEN
	FESTA - EFA	Enrico TONGHINI	Wolfgang WEIPERT
	EEA-EUROMEI	Jim WILSON	Stine WALDORFF (Ms)
	SETA-UITA - ECF-IUF EAL-IUL	Harald WIEDENHOFER	Anton JOHANNSEN
	EPSU	Herbert MAI	Poul WINCKLER
		Carola FISCHBACH- PYTTEL(Ms)	Guus VAN HUYGEOVOORT
	FST - FTWU	....	Brenda O'BRIEN (Ms)
	CSEE - ETUCE- EGKL	Alain MOUCHOUX	Peter DAWSON
	FETBB - EFBW - EFBH	Jan CREMERS	Ove BENGTSBERG
	FGE - EGF	Tony DUBBINS	François BALLESTERO
	FSE-THC - ETUF- TCL EGF-TBL	Patrick ITSCHERT	Willi ARENS
	EMCEF	Franco BISEGNA	Jean-Pierre KLAPUCH
FEJ - EJF	Aidan WHITE	Renate SCHROEDER (Ms)	
Observateur - Observer europ. Gewerkschaftsve- rbände	FSE - EIF - EGV	EFDPS	John JANSSENS
<b>AUTRES - OTHERS - ANDERE</b>			
Comité des Femmes - <i>Women's Committee</i> Frauenausschuss	Margaret NOLAN (Ms)	Ingerlise RONNING (Ms)	
	Riitta PARTINEN (Ms)	Wanda GUIMARAES (Ms)	
	Sianou FOTINI (Ms)	....	
Groupes spécifiques - <i>Specific groups</i> Interessengruppen	FERPA - EFREP	Georges DEBUNNE	
	JEUNES - YOUTH - EGB- Jugend	Maria del Pilar Duce PIZARRO (Ms)	
	CSI - ITUCs - IGR	Philippe FAVEAUX	
	EUROCADRES	Michel ROUSSELOT	