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WORKING GROUP ON LABOUR MOBILITY

EXPERT WORKING GROUP ON MANPOWER

NETHERLANDS REPLY TO NATO APPROVED QUESTIONNAIRE No.27
(AC/36-D/32(Final))

Answer to question 1

A nation-wide registration exists of trained male military personnel, which will be called up in an emergency.

There is also in existence a registration of trained male military personnel, which have not been designated for immediate call-up in an emergency; this personnel may be called up for use as a reserve.

Furthermore, untrained male conscripts are registered at the age of 18. They may be called up in an emergency to undergo military training.

In peacetime women for the military services are recruited exclusively on a voluntary basis; all of them will be called up in an emergency.

Answer to question 2

The registration and call-up for service with the Civil Defence forces is laid down in the Civil Defence Forces Act ("Wet op de Noodwachten"). This act enables the Government to make service with the Civil Defence forces compulsory for all men and women from 18 to 65 years of age. Exempted will be those liable for military service and some other categories. Still others, whose labour is needed in vital industries or public services will be exempted from call-up by Government regulations. The actual registration and call-up are tasks to be performed by the local authorities, acting in accordance with regulations to be issued by the Government.

Answer to question 3

For the conscripts who are already working in services and industries of particular national importance, the measures referred to under point 5 are applicable.

In order to assure an adequate supply of manpower for these industries a draft Labour Emergency Act ("Arbeidsnoodwet") is in preparation governing the mobilisation of manpower in an emergency for the benefit of the national economy, the national defence and the public services.

This draft, which will be completed within a few months, will, if approved by the Council of Ministers and by Parliament, grant to the Minister of Social Affairs and Public Health and to the

Labour Exchange Offices extraordinary powers. The draft covers the following subjects:

- (1) The creation of a central Emergency Manpower Board, in which representatives are seated from the governmental departments concerned and from employers - and employees - organizations;
- (2) The registration of all persons of Dutch nationality (except those in Surinam, the Netherlands Antilles and Netherlands New Guinea) and of residents in the Netherlands who are not of Dutch nationality from 18 to 65 years of age.
- (3) The release from legal limitations concerning the hours of work and the security within and outside factories.
- (4) Restrictions to be placed on the conclusion and termination of labour-contracts;
- (5) The declaration of indispensability of employees. Those who are or will be employed in certain functions may be declared to be indispensable. In this case they receive certain benefits (e.g. a supplement of their income to the level of their previous employment in case their previous income was higher), but on the other hand they are not allowed to leave these posts without the consent of the Government. This indispensability is as it were a preliminary stage of civil conscription, however on an entirely voluntary basis.
- (6) The civil conscription of men as well as of women. Under this system the performance of non-military work, or participation in training-courses can be made compulsory.

Answer to question 4

The Central Emergency Manpower Board will have to advise the Government about general problems of the allocation of manpower and the fixing of priorities. As representatives of the governmental departments concerned are seated in this Board, the various interests will be weighed against each other and difficulties will be prevented as much as possible.

Answer to questions 5 and 6

A number of public services and industries, the continuance of which is considered essential in an emergency, is summed up underneath:

- (a) the merchant navy,
- (b) civil aviation,
- (c) some services of PTT (postal, telephone and tele-graphic service),
- (d) the railways,
- (e) Government Department for the maintenance of dikes, roads, bridges and the navigability of canals,
- (f) police and fire brigades,
- (g) coalmines,
- (h) harbourworks,
- (i) part of the inland navigation.

(This list is not exhaustive and cannot be considered as final).

Persons employed in these services and industries are exempted from military service in an emergency, either wholly, e.g. police and fire brigades, by categories, e.g. underground miners, or partly insofar as they are indispensable to their particular service or industry.

For 20 categories moreover, mainly high government officials, it is laid down that they will be exempted in an emergency.

Finally it is possible to exempt other persons than those aforesaid. For these cases, however, no particular arrangements have been envisaged so far.

Further it should be observed that no exemption will be granted if the person concerned is considered to be absolutely indispensable to the Forces.

Answer to question 7

(1) It is intended to make arrangements that will place a ban on those volunteers for the Forces that occupy a civilian post, which implies exemption in an emergency, had they been conscripts.

(2) Only those volunteers or categories of volunteers for Civil Defence service, who will be specifically designated by regulation will be exempted from civil conscription.

Answer to question 8

Up till now no particular measures have been taken in view of the best possible use in time of an emergency of scientists, professional engineers and doctors. The draft "Arbeidsnoodwet" will, however, offer ample opportunities for this purpose. In the public health sector special measures are contemplated for doctors, in particular concerning their registration. Plans for their allocation between military and civilian services are under study.