

ITF REPORTS

1960-1961

AND

PROCEEDINGS

OF

27th CONGRESS

HELSINKI, 25 JULY—3 AUGUST
1962



INTERNATIONAL TRANSPORT WORKERS FEDERATION
MARITIME HOUSE · OLD TOWN · CLAPHAM · LONDON S.W.4

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of the 27th Congress of the International Transport Workers' Federation,
held from 25th July to 3rd August 1962 in Helsinki.

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OBITUARY

Sir Alan Birch, General Secretary of the British Union of Shop, Distributive and Allied Workers, died on 13 December 1961 aged 51.

A. Birkeland, former President of the Norwegian Seamen's Union, died on 24 September 1960 aged 69.

T. C. Carroll, former President of the US Brotherhood of Maintenance of Way Employees, died in October 1960.

H. Jahn, former President of the German Railwaymen's Union, former President of the ITF and member of the Executive Committee, died on 10 July 1960 aged 74.

C. Kamp, former Vice-President of the German Railwaymen's Union and member of the ITF General Council, died on 31 January 1960 aged 70.

S. Koutio, President of the Finnish Motor Drivers' Union, deputy member of the ITF General Council, member of the ITF Road Transport Workers' Section Committee, died on 17 August 1960.

Gambart de Lignières, General Secretary of the French Union of Flight Engineers, Vice-Chairman of the ITF Civil Aviation Section, died on 10 May 1961 in an air accident.

E. Peterson, former Secretary-Treasurer of the US International Association of Machinists, died in March 1961 aged 66.

J. Steldinger, Secretary of the German Transport and Public Service Workers' Union, deputy member of the ITF General Council, member of the Road Transport Workers' and Civil Aviation Section Committees, died on 26 March 1961.

J. A. Wilson, Assistant General Secretary of the British Merchant Navy and Air Line Officers' Association, died on 10 July 1961.

Lord Winster, President of the British Merchant Navy and Air Line Officers' Association, died on 7 June 1961 aged 76.

INTRODUCTION

The past two years have been crucial but highly successful for the ITF. They have seen an expansion of our great world-wide organization, an increase in strength and in the range of our activities, the full extent of which will scarcely be apparent from the mere summary contained in the following pages. The activities recorded here tell their own story. They show an increase in the magnitude and variety of the tasks we are now being called upon to face and they give an indication of the ever-increasing demands that are being placed on our ingenuity, flexibility and capacity for sheer hard work. There are concrete successes to record where the ITF has been able to intervene and effectively assert the determination of the world's free transport workers that they will not tolerate injustice, oppression or exploitation, wherever they occur and in whatever form. On a number of occasions the intervention of the ITF has been decisive and the results of our work are obvious enough to give us cause for considerable satisfaction. However, the total amount of progress achieved in spreading social justice and improving living standards among those workers for whom the ITF specially caters is not always so easily evaluated. It would be a great mistake to measure this progress by limiting ourselves only to sensational and spectacular successes. The kind of work which I think calls for special recognition is in the first place that done quietly and methodically, almost as a matter of routine, in the various industrial divisions of the ILO and in those numerous inter-governmental organizations whose decisions profoundly influence working conditions in the different sectors of transport. At the end of 1960 we took part in the first ILO Civil Aviation Conference to be held on a tripartite basis, the results of which augur well for the future. Other important ILO meetings were the 1961 sessions of the Inland Transport Committee and of the Joint Maritime Commission. Throughout this period we have also had to look after the interests of our seafaring and civil aviation membership by maintaining a close contact with the various organs of the Inter-Governmental Maritime Consultative Organization and the International Civil Aviation Organization. The special interests of railwaymen and road transport workers have also entailed a great deal of work for the ITF Secretariat in connexion with the Inland Transport Committee of the Economic Commission for Europe and the Conference of European Ministers of Transport. The most important single development within the former organization has been the conclusion of the European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport which represents the finalization of many years of patient effort by the ITF Road Transport Workers' Section.

Throughout the period covered by this report there has been a steady increase in the complexity and urgency of the daunting array of new technical and sociological problems that have to be handled by the ITF Section Secretaries. The sociological impact of modernization and mechanization in port working and on the railways, coordination of transport, security of employment and rationalization in the railway sector, the crisis in urban transport, the effects of economic integration on transport workers' conditions of employment, all these are questions which have demanded and will continue to demand the utmost skill, energy and foresight if we are to see them solved in a way that is compatible with the ideals of our organization. I shall not enter here

into such specialized problems as the advent of nuclear powered ships, the transition to jet operation by practically all the major world airlines, freedom of navigation, territorial waters and fishing zones, flags-of-convenience shipping, the construction of pipelines, problems which may be said to be 'specialized' insofar as they concern only certain of the ITF's sections but which in fact represent in practical terms so many added reasons for the existence of an organization like the ITF. It is no more than a sober appraisal of reality to claim that only an organization such as ours can combine the necessary passion for the truly just solution with the specialized knowledge and insight that the complexity of these problems demands.

In recent years our reports on activities have tended to record the increasing emphasis that is being placed on what we call 'regional' activities, that is so say, our work on behalf of the new and comparatively weak transport workers' trade unions in the developing countries of Africa, Asia and Latin America. The past two years have once again seen an intensification of our work in these areas, particularly in Africa and Latin America. Without going into detail here with regard to the enormous increase this has meant in the ITF's responsibilities and commitments, I think I must take this opportunity of indicating the gratitude which the ITF owes to its representatives in the regions for the loyalty and self-sacrificing spirit with which they have tackled this extremely exacting work during the past two years. It is also pleasant to record the heartening enthusiasm displayed by those attending the two ITF Regional Conferences which were held in Asia and Latin America in 1960 and 1961. This is the first time, I think, that the ITF has been able to hold two such conferences in one inter-Congress period, and plans are being made for the holding of an African Regional Conference. Quite evidently, such conferences will have to be held frequently in the coming years if the ITF is to take full advantage of its new membership in these critical areas of the world. This, in its turn, prompts the further reflexion that the ITF is now in the difficult stage of becoming a truly world-wide organization and that the future is likely to pose far-reaching implications for the entire structure and character of our Federation. Within the foreseeable future it seems probable that many of our affiliates in the developing countries will have learnt to stand on their own feet sufficiently to participate in the Federation's activities on a basis of full equality with the older established affiliates in Europe and North America. It therefore seems only prudent to prepare for that day by enabling our organizations in Africa, Asia and Latin America to be represented more adequately in the governing bodies of the Federation so that these may provide a more democratic reflexion of the new organization we are in the act of building up. The political structure of the world has changed a great deal in the last few years and, if the ITF is to remain a power to be reckoned with on the international scene, we must change with the world. There can be no going back to the days when the ITF was more or less an exclusively European organization. The industrialized countries have their own problems and the increasingly complex character of these will, as I have already indicated, demand a great deal of sustained and patient effort on our part. But there can be no relaxation of our struggle on behalf of those who are weak, suffering and oppressed and who require our assistance more than ever before if they are not to fall victim to totalitarian regimes of whatever character or colour.

This is the first time I have had the privilege as General Secretary of the ITF of introducing this report on activities. In passing on now to the report itself, I should like to express my gratitude to all those who have assisted me in the past two years, to all those elected to serve on the governing bodies and in the sections, to the Assistant General Secretaries, Section Secretaries and indeed to all those in the service of the Federation on whose loyalty and abilities I have been able to count one hundred per cent during the last two years.

P. de Vries,
General Secretary.

I

GOVERNING BODIES AND INTERNAL ORGANIZATION

Congress

The 26th Congress of the ITF was held in Berne from 20 to 29 July 1960. It was attended by 244 delegates (six of them acted as proxy for seven organizations) and 49 advisers representing 110 organizations from 38 countries with a total voting strength of 4,120,500. Of the 38 countries represented 20 were non-European. There were in addition many official guests from Swiss public life and fraternal delegates from the national and international trade union movement. Guests of honour were Mme. Devaux, Miss Th. Asser, R. Bratschi, J. Brautigam, J. Jarrigion, G. Joustra, A. Thaler, L. Veenstra and K. Weigl.

The Congress elected, at the recommendation of the Executive Committee, Bro. P. de Vries, the Director of Regional Affairs, General Secretary of the ITF to succeed Bro. O. Becu who became General Secretary of the ICFTU.

The resolutions adopted by the Congress are summarized below:

Affiliation Fees: These were increased to 6d. per member per annum.

Working hours: Congress noted the increasing application of rationalization and modernization measures in the transport industry and called for the introduction of the 40-hour week.

Infringement of trade union and democratic liberties in the Dominican Republic, Paraguay and Cuba: Congress noted reports on the suppression of trade union rights in these countries, re-affirmed its opposition to dictatorship of any kind and urged the ITF and its affiliated unions to give expression to these sentiments and maintain contacts with the democratic trade union elements struggling against the dictators in their countries.

Trade union rights in Japan: Congress recalled the resolution adopted on this subject by the 1958 Amsterdam Congress, noted that, although it now proposed to ratify ILO Convention No. 87 on Freedom of Association, the Japanese Government was also contemplating imposing restrictions on the unions and called upon the ITF and the affiliated unions to support the Japanese unions in their campaign for fundamental trade union rights.

Freedom of navigation: Congress noted with grave concern the continued restriction of freedom of navigation through the Suez Canal by the UAR Government, pointed to the consequences of this restriction, reaffirmed the ITF point of

view on the freedom of navigation, called upon affiliated unions to make representations to the UAR Government and, in the event of failure of these representations, authorized the Executive Committee to take further steps.

Rest periods for watch-keepers: Congress urged that watch-keepers be afforded at least a six-hour period of rest before being required to keep watch after the ship's departure from port.

Second Asian regional maritime conference of the ILO: Congress requested the Governing Body of the ILO to convene a second Asian Regional Maritime Conference owing to the contribution of the first Asian Conference in 1953 to the improvement of the Asian seafarers' conditions.

Meeting of the ILO Committee on Fishermen: Congress urged that a special tripartite ILO Committee on Fishermen should be set up and proposed that this Committee should deal with the following questions: safety at sea, manning standards, crew accommodation, social insurance and vocational training.

Handling of soot: Congress drew attention to problems arising from the handling of soot in ports, recalled the directives laid down in the ILO Code of Practice on the Safety and Health of Dock Work, suggested that the most effective remedial action could be taken at the loading and, requested the ITF to conduct an international enquiry on the problem and to bring it to the attention of the Inland Transport Committee of the ILO.

Trade union rights of Greek railwaymen: Congress noted the claims of the Pan-Hellenic Railwaymen's Federation concerning Greek railwaymen's trade union rights and requested the General Secretary to support these claims in a communication to the Greek Government and Parliament.

One-man driving: Congress recalled the resolution adopted on the manning of locomotives by the 1958 Congress, considered that the factors underlying this resolution were also applicable to the operation of buses and other means of transport, re-emphasized that safety of operation must not be jeopardized by the introduction of one-man operation and stressed that the intensification of output entailed by the application of this measure should be compensated by reduction in working hours and corresponding additional allowances.

Strike in India: Congress noted reports on the strike of Indian public employees and the countermeasures adopted by the Indian Government to break the strike, expressed its sympathy and solidarity with the railway workers of India and called upon the Indian Government to repeal its restrictive legislation and restore to the railway workers their basic trade union and democratic rights.

Weights and dimensions of road vehicles: Congress regretted that a uniform treatment of weights and dimensions of road transport vehicles had not been realized at European level, urged the speedy conclusion of a generally binding regional agreement, which should have regard to road safety requirements and progressive standards of working conditions, and emphasized that in the conclusion of such an agreement social considerations must have absolute priority.

Flight crew complement: Congress expressed grave apprehension at the replacement on modern aircraft types operating in certain countries of specialist flight crew members by other members performing multicapacity duties; re-emphasized its conviction that the safe and economic operation of modern aircraft requires the service of specialist crew members each of whom has had basic training suited to his own functions; affirmed that there was a demonstrable and unquestionable need for fully specialized pilots, navigators, radio officers, flight engineers and flight service attendants each assigned exclusively to perform the functions of his own craft and to be supplied with such separate station, instruments and apparatus as he might require; placed on record the determination of the ITF to preserve maximum safety through efficient use of specialist flight crew members; and pledged full support to affiliated organizations to maintain or to establish these fundamental requirements.

Colombian civil aviation dispute: Congress noted that the Colombian "Avianca" Workers' Union had submitted a claim for wage increase which had been refused; that the workers might be forced to strike, although under Colombian law strikes in the civil aviation services are considered illegal; requested the General Secretary to inform the Colombian Government of the ITF's support for the claims of the "Avianca" workers; requested the Executive Committee to watch closely developments in the dispute; and recommended that the resolution be conveyed to the President of the "Avianca" Workers' Union.

Regional affairs: Congress welcomed the Report on the ITF's Task in the Less-Advanced Regions, expressed its gratitude to the General Secretary and Director of Regional Affairs and to the ITF regional representatives for their services in promoting the growth of free transport workers' unions, noted that additional funds would be required, called upon affiliated unions to canvass for candidates for regional work, requested the Secretariat to draw up proposals for increased staff and the Executive Committee to designate additional representatives for the regions, and welcomed increased cooperation with other ITSs and the ICFTU, whilst requesting adequate safeguards of ITF autonomy.

At the end of 1959 the General Council consisted of the following members:

			General Council	
<i>Country or group</i>			<i>Members</i>	<i>Substitutes</i>
Austria, Switzerland	...		J. Matejcek (Austria)	W. Svetelsky (Austria)
			H. Düby (Switzerland)	E. Hofer (Switzerland)
Belgium, Netherlands, Luxembourg	...	...	R. Dekeyzer (Belgium)	D. Harms (Netherlands)
			Ch. F. Leurs (Luxembourg)	
			H. J. Kanne (Netherlands)	
Denmark, Faroe Islands, Finland, Iceland, Norway			E. Borg (Denmark)	K. Kjöniksen (Norway)
			G. Hauge (Norway)	S. F. Andersen (Denmark)
			G. W. Widing (Finland)	P. Madsen (Denmark)
France	...	...	F. Laurent	R. Lapeyre
Germany	...	...	Ph. Seibert	F. Eichinger
			F. Schreiber	Miss L. Raupp
			A. Kummernuss	O. George
			H. Hildebrand	H. Steldinger
Great Britain	...	...	F. Cousins	D. S. Tennant
			S. F. Greene	A. Hallworth
			W. J. P. Webber	J. V. Bailey
			T. Yates	
Greece	...	...	M. Petroulis	S. Dimitracopoulos
Italy	...	...	E. Leolini	E. Semenza
Sweden	...	...	S. Klinga	G. Kolare
Middle East	...	...	Z. Barash (Israel)	
Africa	...	...	C. Heymann (Ghana)	H. M. Luande (Uganda)
			W. M. Chakulya (Rhodesia)	W. B. Otoo (Ghana)
			J. D. Akumu (Kenya)	E. N. N. Kamyama (Tanganyika)
			M. Makinde (Nigeria)	
Ceylon, Hong Kong, India, Korea	...	...	J. D. Randeri (India)	M. Kotwal (India)
Japan	...	...	T. Nishimaki	
			K. Suzuki	
Indonesia, Malaya, Pakistan, Philippines	...	...	R. S. Oca (Philippines)	J. Jacob (Indonesia)
			M. A. Khatib (Pakistan)	E. Sano (Philippines)
Australasia	...	...	J. Herlihy (New Zealand)	

Latin America	...	...	A. Bono (Argentina)	<i>M. Lopes</i> (Brazil)
			M. Meza (Mexico)	<i>T. H. Gutierrez</i> (Br. Honduras)
			E. Padilla (Colombia)	<i>M. Machin</i> (Uruguay)
			S. de Pequeno (Brazil)	
Caribbean area	...	...	J. Knight (Grenada)	
Canada	...	...	F. Hall	
United States	...	...	P. Hall	
			M. Quill	
			A. E. Lyon	
			J. Curran	
Estonia, Poland, Spain (exile)	...	...	N. Metslov	

The following members were elected at the 1960 Congress.

<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
<i>Europe</i>		
Austria	J. Matejcek	<i>W. Svetelsky</i>
Belgium, Luxembourg, Netherlands	R. Dekeyzer (Belgium)	<i>P. Potums</i> (Belgium)
	H. J. Kanne (Netherlands)	<i>C. W. van Driel</i> (Netherlands)
	J. Leurs (Luxembourg)	<i>J. Geldof</i> (Belgium)
Denmark, Faroe Islands, Iceland, Finland	G. W. Widing (Finland)	
	E. Borg (Denmark)	<i>B. Jensen</i> (Denmark)
	C. Oldager (Denmark)	<i>E. Rasmussen</i> (Denmark)
France	F. Laurent	<i>R. Lapeyre</i>
Germany	Ph. Seibert	<i>F. Eichinger</i>
	F. Schreiber	<i>Miss L. Raupp</i>
	A. Kummernuss	<i>J. Steldinger</i>
	H. Hildebrand	<i>W. Birnbaum</i>
Great Britain, Ireland	F. Cousins	<i>A. H. Kitson</i>
	S. F. Greene	<i>W. J. Evans</i>
	W. J. P. Webber	<i>J. V. Bailey</i>
	Sir T. Yates	<i>D. S. Tennant</i>
Greece	M. Petroulis	<i>C. Stathopoulos</i>
Italy, Malta	E. Semenza (Italy)	<i>A. Cilia</i> (Malta)
	B. Carella (Italy)	<i>L. Morra</i> (Italy)
Norway	G. Hauge	<i>K. Kjønicksen</i>
Sweden	S. Klinga	<i>G. Kolare</i>
Switzerland	H. Düby	<i>E. Hofer</i>
Near East	Z. Barash (Israel)	<i>W. Dalman</i> (Israel)

<i>Africa</i>		
Egypt, Sudan, Tunisia ...	M. Hellal (Tunisia)	<i>A. Osman</i> (Egypt)
Ghana, Nigeria, Kenya, Uganda, Tanganyika, Zanzibar, Rhodesia, Nyasaland, Mauritius, South Africa.	S. J. Katungutu (Tanganyika) O. P. Pathak (Kenya)	
<i>Asia</i>		
Japan	T. Nishimaki M. Kurumada	
Aden, India, Ceylon, Hong Kong	J. D. Randeri (India)	<i>Chang Tou Min</i> (Hong Kong)
Indonesia, Pakistan, Philippines, Korea ...	M. A. Khatib (Pakistan) R. A. Santoso (Indonesia)	<i>Lee Ki Choll</i> (Korea) <i>R. S. Oca</i> (Philippines)
<i>Australasia</i>		
Australia, New Zealand ...	A. Archibald (Australia)	<i>T. Duffy</i> (Australia)
<i>Latin America and Caribbean</i>		
Argentina, Brazil, Br. Honduras, Br. Guiana, Chile, Colombia, Costa Rica, Cuba, Ecuador, Honduras, Nicaragua, Mexico, Panama, Paraguay, Peru, Uruguay, Venezuela ...	H. Alonso (Argentina) M. L. de Oliviera (Brazil) V. Condé (Colombia) F. Taboada (Peru)	<i>A. A. di Santo</i> (Argentina) <i>A. G. de Castro</i> (Brazil) <i>E. Jaquin</i> (Colombia) <i>M. del Portal</i> (Peru)
Barbados, Granada, Jamaica, St. Lucia, Trinidad		
<i>North America</i>		
Canada	F. H. Hall	<i>Ch. Smith</i>
United States	M. Quill A. E. Lyon R. C. Coutts H. C. Banks	<i>J. Horst</i> <i>T. L. Howieson</i> <i>E. J. Hickey</i> <i>P. Hall</i>
<i>Underground and exiled unions</i>	A. H. Vizcaino (Spain)	<i>N. Metslov</i> (Estonia)

Note: J. Curran, United States, became full member of the General Council by virtue of his cooption to the Executive Committee. J. Steldinger, Germany, died.

The General Council met once, immediately after the Congress on 29 July 1960. The meeting elected a new President, R. Dekeyzer and a Vice-President, H. Düby. It also decided to expel from the membership of the ITF the Air Line Pilots' Association (United States) and the Australian Maritime Transport Workers' Council. Both organizations had previously been suspended by the Executive Committee.

Executive Committee

At the end of 1959 the members of the Executive Committee were:

- F. Cousins (British transport workers), *President*
- H. J. Kanne (Dutch transport workers), *Vice-President*
- J. Curran (U.S. seamen), *co-opted member*
- R. Dekeyzer (Belgian transport workers)
- H. Düby (Swiss railwaymen)
- G. Hauge (Norwegian seamen)
- S. Klinga (Swedish transport workers)
- F. Laurent (French railwaymen)
- A. E. Lyon (U.S. railwaymen)
- J. Matejcek (Austrian railwaymen)
- T. Nishimaki (Japanese seamen) *co-opted member*
- S. de A. Pequeno (Brazilian transport workers) *co-opted member.*
- Ph. Seibert (German railwaymen)
- O. Becu (*General Secretary*)
- T. Yates (*Chairman of the Management Committee*)

The following members were elected to the Executive Committee by the 1960 Congress:

- R. Dekeyzer (Belgian transport workers), *President*
- H. Düby (Swiss railwaymen), *Vice-President*
- Z. Barash (Israeli seamen)
- F. H. Hall (Canadian railwaymen)
- G. Hauge (Norwegian seamen)
- H. J. Kanne (Dutch transport workers)
- S. Klinga (Swedish transport workers)
- F. Laurent (French railwaymen)
- A. E. Lyon (U.S. railwaymen)
- M. Petroulis (Greek seamen)
- Ph. Seibert (German railwaymen)
- P. de Vries (*General Secretary*)
- Sir Thomas Yates (Chairman of the Management Committee)

Later the Executive Committee co-opted the following members:

- H. Alonso (Argentinian lokomotivemen)
- J. Curran (U.S. seamen)
- M. Hellal (Tunisian railwaymen)
- T. Nishimaki (Japanese seamen)

The Executive Committee held the following meetings: 5 and 6 April 1960 (London), 18 and 19 July, and 29 July 1960 (Bern), 24 to 26 November 1960, (London), 12 to 14 April 1961 (Tel-Aviv) and 15 to 17 November 1961 (London).

Management Committee

At the beginning of 1960 the Management Committee comprised A. Hallworth (Associated Society of Locomotive Engineers and Firemen), D. S. Tennant (Merchant Navy and Air Line Officers' Association), W. J. P. Webber (Transport Salaried Staffs' Association) and Sir Thomas Yates (National Union of Seamen).

The 1960 Congress re-elected these members, except A. Hallworth, who did not stand for re-election. In his stead W. J. Evans of the same union was elected.

Sir Thomas Yates has been Chairman of the Management Committee throughout the period covered by this report.

The Management Committee met on 28 January 1960, 27 April 1960, 3 June 1960, 29 September 1960, 8 December 1960, 9 February 1961, 13 July 1961, 14 September 1961 and 23 November 1961.

President and Vice-President

At the meeting of the General Council held in Berne on 29 July 1960 R. Dekeyzer (Belgian Transport Workers' Union) was elected President of the ITF and H. Düby (Swiss Railwaymen's Union) Vice-President.

Regional Affairs Committee

The Regional Affairs Committee consisted of R. Dekeyzer (President), H. Düby (Vice-President), F. Laurent, A. E. Lyon, the General Secretary and, *ex officio*, the Chairman of the Management Committee, Sir Thomas Yates.

The Committee held meetings regularly before the meetings of the Executive Committee. Members of the Executive Committee representing the various regions were invited to attend the meetings as advisers.

Auditors

At the beginning of 1960 the auditors were R. J. Gunter (British Transport Salaried Staff's Association) and C. W. Evans (British National Union of Railwaymen). The 1960 Congress re-elected both R. J. Gunter and C. W. Evans. In the meantime C. W. Evans has resigned on the grounds that he was not re-elected as member of his union's Executive.

Messrs. Hesketh, Hardy, Hirshfield & Co. have continued to act as the ITF's accountants.

Research and Publications

During the period under review, the English version of the ITF Journal has appeared on a regular monthly basis, as has also the Japanese edition published by the ITF Tokyo Office. The German edition has been issued at intervals of two months whenever pressure of other translation work permitted and is now being printed in Switzerland. As approved by the Executive Committee, the Secretariat also began publication of a Swedish Journal. The first issue of this appeared in July 1960 and has been published every two months since then. We would like to express our appreciation of the cooperation we have received in this from the Swedish Seamen's Union and, in particular, its editor, Bro. Yngve Gyllin.

From the Lima Office, the Spanish-language magazine 'Transporte' has also been issued on a bi-monthly basis whenever circumstances permitted, and since 1 August 1961, has been supplemented by the fortnightly 'Boletín de Noticias' (Press Report), which contains news items in Spanish, Portuguese and English.

The News Letter and Press Report issued by our Singapore Office both appeared every month during 1960, but during 1961 was more irregular owing to other calls on the Director's time. This situation is, however, being remedied by the appointment of an Assistant who can deal with the Office's publications during the Director's absence.

The Press Report published in English, French, German and Swedish from the Secretariat has continued to appear fortnightly. A leaflet explaining the aims and activities of the ITF was prepared and has since been issued in English, French and Spanish—mainly for the use of our representatives in the Regions. A similar leaflet, aimed at encouraging Asian seamen to join trade unions and to participate more fully in ITF activities on behalf of seafarers, has also been distributed. A lecture on the work of the ITF was prepared for use by the Afro-Asian Institute in Israel and copies of this have also been supplied to Regional Representatives for use in their own fields.

In 1961 a revised version of the Seafarers' Charter has been issued. For details see report on Seafarers' Section.

Following up the decision taken by the Executive Committee at its November 1961 meeting, work has now begun on the writing of a short history of the ITF.

In order to improve and facilitate the supply of information and the answering of affiliates' queries, an Information Service has been set up within the Research and Publications Department. This was brought to the attention of affiliates by circular, and their cooperation in making this service as effective as possible by regularly supplying copies of their agreements and circulars was requested. On the whole, the response to our request has been quite encouraging. The work of the service has three main objectives: Firstly, to assist the Industrial Sections in the preparation of reports and comparative surveys of wages and working conditions. Secondly, to deal as promptly as possible with individual requests for information received from affiliated unions. Thirdly, and this is very important, to aid unions in the Regions by giving them practical help and advice in drawing up new agreements; preparing a case for negotiation; or analyzing and criticizing draft legislation affecting their membership.

The Secretariat

O. Becu resigned from the position of General Secretary on being appointed General Secretary of the ICFTU. In his stead the 1960 Congress elected the Director for Regional Affairs, P. de Vries, as General Secretary of the ITF.

The Executive Committee meeting of 29 July 1960 appointed H. Imhof and L. White Assistant General Secretaries. They remain Secretaries of their respective sections.

The Executive Committee appointed R. Laan, formerly Secretary of the Dutch Transport Workers' Union, Director for Regional Affairs. He entered the services of the ITF officially on 1 April 1961.

During the period under review the following members of the staff resigned: G. Berger (translator-interpreter), Mrs. U. Davis (shorthand-typist), Mrs. T. Dawn (shorthand-typist), Miss K. Larsson (shorthand-typist), Miss B. V. Mahilian (private secretary), J. L. Merle (translator-interpreter), Miss N. Spatz (private secretary). The following staff members entered the services of the ITF: Miss R. Gomez (shorthand-typist, 3.10.1960), Mrs. E. Lanyi (private secretary, 1.4.1961), Miss L. F. Magonet (shorthand-typist, 1.9.1961), Mrs. I. Ryder (private

secretary, 9.1.1961), W. J. Spilsbury (editorial assistant, 16.8.1961), Miss J. Weaver (clerical assistant, 3.10.1960), Miss H. S. Winkler (shorthand-typist, 3.7.1961) and W. K. Wünsche (translator-interpreter, 1.3.1961).

At the end of 1961 the Secretariat comprised:

P. de Vries, General Secretary
 H. Imhof, Assistant General Secretary
 L. White, Assistant General Secretary
 R. Laan, Director of Regional Affairs
 R. Santley, Section Secretary
 K. Golding, Secretary of Research and Publication Department
 Miss M. Anderson, librarian
 O. Baeriswyl, translator-interpreter
 Miss J. H. Bailey, editorial assistant
 Mrs. M. C. Blanchard, shorthand-typist
 E. Downing, information officer
 Mrs. G. Eady, copy-typist
 Miss R. Gómez, shorthand-typist
 C. Iddon, translator-interpreter-reporter
 Mrs. L. Kant, shorthand-typist
 A. Klatil, office manager
 Mrs. E. Lanyi, private secretary
 B. Laughton, clerical assistant
 H. Lewis, personal assistant
 Miss L. F. Magonet, shorthand-typist
 Mrs. E. Pearson, telephonist
 Mrs. E. Pinnington, cashier
 Mrs. I. Ryder, private secretary
 A. Selander, translator
 W. J. Spilsbury, editorial assistant
 E. Thomas, assistant librarian
 Miss J. Weaver, clerical assistant
 Mrs. R. West, shorthand-typist
 Miss H. S. Winkler, shorthand-typist
 W. K. Wünsche, translator-interpreter

ITF Representation

During the two years under review the ITF Secretariat received a great number of invitations from affiliated and friendly organizations to be represented at their meetings and congresses. Owing to other commitments many had to be declined, and only written messages were sent. Below is a list of meetings and congresses at which the ITF was represented by a fraternal delegate. The list does not include the numerous visits of the Director of Regional Affairs and of the regional representatives to affiliated unions in Africa, Asia and Latin America.

1960

22 February	...	...	40th anniversary celebrations of the Greek Railwaymen's Federation, Athens—S. Hendrick.
17 - 18 April	...	...	Congress of the Finnish Motor Drivers' Union, Helsinki—O. Becu.
19 - 20 April	...	...	Congress of the Finnish Seamen's Union, Helsinki—O. Becu.

- 28 - 29 April Congress of the French Railway Technical Salaried Staffs' Union, Paris—H. Imhof
- 23 - 27 May Annual Conference of the British Transport Salaried Staffs' Association, Margate—O. Becu
- 24 - 27 June Congress of the Swiss Transport Workers' Union, Lausanne—H. Imhof
- 9 - 11 September Congress of the Belgian Union of Tramway and Suburban Railway Workers, Ostend—R. Dekeyzer.
- 24 September 50th anniversary of the Norwegian Seamen's Union, Oslo—P. de Vries
- 7 - 9 November Conference of Turkish T.U. Organizations, Istanbul—L. White
- 16 November Congress of the Greek Dockers' Federation, Athens—M. Petroulis

1961

- 20 - 21 January Congress of the Netherlands Seafarers' Union, Utrecht—P. de Vries
- 26 February - 2 March Congress of the Panhellenic Seamen's Federation, Athens—D. S. Tennant
- 16 - 18 April Congress of the Norwegian Transport Workers' Union, Oslo—R. Dekeyzer
- 17 - 19 May Congress of the Swiss Railwaymen's Union, Sion—H. J. Kanne
- 20 - 21 May Congress of the Swedish Commercial Employees' Union, Lidingö—L. White
- 27 - 28 May Congress of the Luxembourg Railway-workers' Union, Luxembourg—H. Imhof
- 29 May - 2 June Annual Conference of the British Transport Salaried Staffs' Association, Folkestone—P. de Vries
- 31 May - 2 June Congress of the Netherlands Transport Workers' Union, Utrecht—P. de Vries
- 6 - 10 June Congress of the Finnish Railwaymen's Union, Otaniemi—W. A. Kieboom
- 6 - 9 June Congress of the French Railwaymen's Federation, Paris—P. de Vries
- 9 - 10 June Congress of the Scandinavian Transport Workers' Federation, Odense, Denmark—L. White
- 14 - 20 June Congress of the Swedish Railwaymen's Union, Stockholm—H. Imhof
- 21 - 23 June Congress of the Danish Railwaymen's Union, Copenhagen—H. Imhof
- 25 June - 1 July Congress of the German Transport and Public Service Workers' Union, Berlin—P. de Vries

- 13 - 19 August Congress of the Swedish Transport Workers' Union, Stockholm—P. de Vries
- 4 - 9 September Convention of the Canadian Brotherhood of Railway, Transport and General Workers, Montreal—R. Dekeyzer
- 11 - 13 September Congress of Turkish Railwaymen's Union, Istanbul—L. White
- 16 - 20 October Congress of Greek Confederation of Labour, Athens—M. Petroulis
- 21 - 23 October Congress of the Belgian Railwaymen's Union, Brussels—H. Imhof
- 4 - 6 November Congress of Belgian Public Service Organizations, Brussels—L. White

II

MEMBERSHIP

During the two years under review the upward trend of the previous years was maintained as far as the numbers of affiliated organizations and countries are concerned. The list of affiliated unions given below comprises 270 affiliated organizations in 77 countries, as compared with 220 organizations in 69 countries at the end of 1959.

Against this, there has been a fall in total membership, from 5,236,629 at the end of 1959 to 5,043,104 at the end of 1961. This can be explained by the fact that a number of unions whose membership was ineffective and who were listed in the last report ceased to belong to the ITF (for instance, in Ghana). Furthermore, the membership of one big affiliate dropped substantially. The new affiliations did not compensate for the losses, because, as can be seen in the list, most of them are small.

It is reasonable to assume that the actual membership of the ITF's unions reaches the 7 million mark. Some also organize other than transport workers and, of course, exclude these from the returns of membership they make to the ITF.

Two countries require explanation: Cuba and Ghana. The unions formerly affiliated in Ghana ceased to exist in their original form, and had therefore to be written off completely. In the case of Cuba, contact has been lost with our affiliated organizations because of the prevailing political situation. In November 1961, therefore, the Executive Committee decided that the Cuban organizations at present listed among the ITF's affiliated organizations should be regarded as retaining membership of the ITF for so long as they were clearly unable to decide freely whether they wished their membership of the ITF to continue. For that reason the Cuban unions are included in our list, but no membership is given.

In April 1961 the ITF Executive Committee suspended the Seafarers' International Union of North America (SIU). Subsequently the SIU, together with three other United States maritime organizations, the International Longshoremen's Association (ILA), the International Organization of Masters, Mates and Pilots (IOMMP) and the Marine Engineers' Beneficial Association (MEBA), announced that they intended to withdraw from the ITF. In September, however, the IOMMP withdrew its notice of withdrawal.

New affiliations

1960

Federazione Nazionale Autonoma Autoferrotranvieri (Italian passenger transport workers)

The Barbados Workers' Union

Finlands Hamnarbetledareförbund (Finnish dock foremen)

The Indian Flight Navigators' Guild

Federación de Motoristas, Conductores y Anexos de Perú (Peru motor drivers)

Skandinavisk Flygnavigator Forening (Scandinavian flight navigators)
 Radiotelegrafistforeningen (Danish radio officers)
 Union of Burma Seamen's Union
 Sindicato de Chóferes de Taxi de Panama (Panama taxi drivers)
 Transport Workers' Union (Malaya)
 Harbor Trade Union (Malaya)
 Sindicato Autónomo Estibadores de Ultramar de Uruguay (Uruguay
 dockers, also the following eight unions are port workers)
 Sociedad de Obreros Carboneros del Puerto de Montevideo
 Asociación de Apuntadores de Puerto de Montevideo
 Sociedad de Obreros Toneleros del Puerto de Montevideo
 Asociación de Guardianes de Agencias Marítimas del Puerto de
 Montevideo
 Sindicato Marinero Carbon y Sal del Puerto de Montevideo
 Asociación de Cosedores y Marcadores del Puerto de Montevideo
 Asociación de Apuntadores de Cereales y Subproductos del Puerto de
 Montevideo
 Sociedad de Capataces de Estiba Sección Carga Blanca
 Finlands Radiotelegrafistförbund (Finnish radio officers)
 Seamen's Union of Ireland
 Union of Curaçao Traffic and Transport Workers
 Union of Stevedores and Port Service Personnel (Curaçao)
 Sindicato de Obreros Marítimos (Argentina seamen)
 Vereniging van KLM Pursers en Hofmeesters (Netherlands civil aviation
 pursers)
 Railway and Port Transport Staff Union (Nigeria)
 Federazione Nazionale dei Liberi Sindacati Lavoratori della Pesca (Italy
 fishermen)

1961

Transport and General Workers' Union (Sierra Leone)
 The Sherbro Amalgamated Workers' Union (Sierra Leone)
 Transport and General Workers' Union (Tanganyika)
 KLM Stewardesses Association (Netherlands)
 Turkish Ports' Seamen's Union
~~—~~ Federación Nacional de Ferrovias (Colombia railwaymen)
~~—~~ Asociación Colombiana de Mecánicos de Aviación (Colombia flight
 engineers)
 Syndicat National du Personnel Navigant Commercial (France flying
 staff)
 Syndicat National des Officiers Radios de l'Aviation Civile (France civil
 aviation radio officers)
 Syndicat National des Officiers Mecaniciens de l'Aviation Civile (France
 flight engineers)
 Syndicat National des Pilots de Ligne (France air line pilots)
~~—~~ Sindicato de Trabajadores del Ferrocarril Nacional de Honduras
 (Honduras railwaymen)
~~—~~ Federación de Trabajadores en Aviación Civil del Perú (Peru civil
 aviation)
~~—~~ Federación de Chóferes y Anexos del Perú (Peru motor drivers)
~~—~~ Sindicato de Oficiales Fluviales de la Marina Mercante de Iquitos (Peru
 inland navigation)
~~—~~ Asociación de Trabajadores Marítimos, Portuarios, Postulantes de Chim-
 bote de Auxilos Mutos y Defensa del Trabajador (Peru dockers)
 Transport Workers' Division of Histadrut (Israel)

- Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America
- U.A.C. and Associated Companies African Workers' Union (Nigeria)
- Port Workers' Union (Libya)
- Syndicat des Chauffeurs des Automobiles Privées dans la République Libanaise (Lebanon motor drivers)
- The Railwaymen's Union of Malaya
- Nigerian Motor Drivers' Union and Allied Transport Workers
- Transport Workers' Union (British Guiana)
- Flygmekanikerna r.f. (Finnish flight engineers)
- National Seamen's Union (East Pakistan)
- Fédération des cheminots CTMC (Madagascar railwaymen)
- Sindicato Unico Trabajadores Marítimos y Portuarios Puerto Chimbote (Chimbote dockers, Peru)
- Sindicato Talleres Limatambo Depósito Vías y Obras (Lima tramway maintenance workers)
- Sindicato de Empleados de la C.N.T. (Peru tramwaymen)
- Sindicato Unico de Trabajadores en Autobuses Arequipa (Peru busmen)
- Sindicato Unico de Empleados en Autobus (Peru bus employees)
- Federación de Trabajadores del Transporte de Venezuela (Venezuela transport workers)
- Sindicato de Auténticos Chóferes de Radio Taxi y Expreso Tocumen (Panama taxi drivers)
- Unión de Transporte Acarreo y Mudanzas (Panama removal workers)
- Sindicato Coclesano de Transporte de Pasajeros y Carga (Panama transport workers)
- Sindicato de Conductores de Taxis Pequeños (Panama minicab drivers)
- Turkish Railwaymen's Union
- Federación de Sindicatos de la Industria del Transporte (El Salvador transport workers)

LIST OF AFFILIATED ORGANIZATIONS

Country	Organization	31st December		
		1959	1960	1961
Aden ...	General and Port Workers' Union	3,500	4,000	4,200
Argentina	La Fraternidad (locomotive-men)	20,000	20,000	26,000
	Sindicato de Obreros Marítimos Unidos (Seafarers) ...	—	19,000	19,258
Australia ...	Flight Stewards' Association	200	200	210
	Australasian Airline Flight Engineers' Association ...	140	200	180
	Federated Clerks' Union of Australia	2,788	2,800	2,800
	Federated Marine Stewards and Pantrymen's Association of Australasia ...	2,000	2,000	1,300
	Professional Radio Employees' Institute of Australasia ...	250	160	160
Austria ...	Gewerkschaft der Eisenbahner (railwaymen)	100,110	100,110	100,110
	Gewerkschaft der Bediensteten im Handel, Transport und Verkehr (transport workers)	25,100	25,080	25,200
Barbados ...	The Barbados Workers' Union	—	1,904 +	1,496
Belgium ...	Belgische Transportarbeidersbond (transport workers) ...	23,000	25,100	20,604
	Secteur cheminots de la C.G.S.P. (railwaymen) ...	27,000	27,000	27,000
	Secteur aviation de la C.G.S.P. (civil aviation)	500	500	500
	Centrale belge du personnel des tramways, vicinaux et autobus (passenger transport workers)	11,000	11,000	11,000
	Centrale des Métallurgistes (ground staff)	900	1,000	1,000
Brazil ...	Confederação Nacional dos Trabalhadores em Transportes Terrestres (transport workers)	50,000	50,000	50,000
British Guiana	British Guiana Seafarers' Union	301	272 +	272
	Guiana Air Transport Trade Union	110	110 +	121
	Transport Workers' Union ...	—	—	1,850
British Honduras	General Workers Development Union	440	440	300

2

Country	Organization	31st December		
		1959	1960	1961
Burma ...	Union of Burma Seamen's Union	—	829	881
Canada ...	Canadian Brotherhood of Railway, Transport and General Workers	33,134	32,147	32,714
	Railway Labor Executives' Association	125,000	125,000	125,000
	Canadian Airline Dispatchers' Association	82	100	98
	Canadian Airline Flight Attendants Association	550	850	850
Ceylon ...	National Maritime Union of Ceylon	184	184	184
Chile ...	Confederación Marítima de Chile (seamen)	10,500	15,000	15,000
Colombia	Sindicato Nacional de Trabajadores Avianca (civil aviation)	2,881	2,800	2,800
	Union de Trabajadores Fluviales, Marítimos y Portuarios (seafarers and dockers)	8,000	3,000	3,000
	Union de Marineros Mercantes de Colombia (seafarers) ...	800	800	800
	Federación Nacional de Ferrovias (railwaymen) ...	—	13,000	9,500
	Asociación Colombiana de Mecánicos de Aviación (flight engineers)	—	1,000	1,000
Costa Rica	Unión Ferroviaria Nacional (railwaymen)	1,000	1,000	1,000
Cuba*	Federación Marítima Nacional (seafarers)	9,500	9,500 +	—
	Federación Nacional Hermandad Ferroviaria (railwaymen)	8,620	8,620 +	—
	Federación Nacional de los Obreros del Transporte (transport workers) ...	16,800	16,800 +	—
	Federación Aérea Nacional (civil aviation)	2,000	2,000 +	—
Curaçao ...	Union of Curaçao Traffic and Transport Workers	—	300 +	292
	Union of Stevedores and Port Service Personnel	—	400 +	400

* Owing to political conditions no contacts are possible, and therefore the membership figures are not known.

Country	Organization	31st December		
		1959	1960	1961
Denmark ...	Sømaendenes Forbund i Danmark (seamen)	6,030	6,030	6,030
	Søfyrbødernes Forbund i Danmark (ship firemen)	1,695	1,658	1,642
	Dansk Sø-Restaurations Forening (ship stewards)	1,100	1,200	1,500
	Dansk Arbejdsmands og Specialarbejder Forbund (transport workers)	40,000	40,000	40,000
	Dansk Jernbaneforbund (railwaymen)	9,964	9,964	9,737
	Dansk Lokomotivmands Forening (locomotivemen)	2,100	2,000	2,000
	Privatbanefunktionærernes Forbund (staff private railways)	700	700	580
	Dansk Lokomotivmands Forbund (private railways' locomotivemen)	238	240	237
	Skandinavisk Flygnavigatør Forening (civil aviation)	—	40	40
	Radiotelegrafistforeningen (radio officers)	—	400	400
	Ecuador ...	Sindicato de Estibadores Portuarios y Auxilios (dockers)	400	400	400
Federación Nacional de Trabajadores Marítimos y Portuarios del Ecuador (seamen and dockers)		8,000	8,000	8,000
Comité de Empresa Braniff International Airways (civil aviation)		25	25	25
Sociedad de Choferes Profesionales de Defensa Social "Bolivar Cornejo" (motor drivers)		260	260	260
Egypt ...	Officers and Seamen Mercantile Navy Staff Syndicate	3,575	3,575	5,575
Estonia (exile) ...	Eesti Meremeeste Union (seafarers)	1,251	1,250	1,315
Faroe Islands ...	F ø r o y a Fiskemannafelag (fishermen)	3,135	3,135	3,135
Finland ...	Finlands Sjömans-Union (seafarers)	7,488	7,560	8,047
	Finlands Maskinbefälsförbund (ship's engineers)	1,300	1,100	1,100

Country	Organization	31st December		
		1959	1960	1961
	Finnska Järnvägsmannaförbundet (railwaymen)	15,800	15,512	15,732
	Finnska Lokmannaförbundet (locomotivemen)	5,021	5,121	5,140
	Finlands Bilbranscharbetareförbund (motor drivers and dockers)	5,100	5,028	5,500
	Finlands Skeppsbefälsförbund (ship's officers)	1,244	1,244	1,244
	Lots- och Fyrmannaförbundet (pilots and lighthousemen)	492	492	492
	Finlands Radiotelegrafistförbund (radio officers)	—	180	200
	Finlands Hamnarbetsledareförbund (dock's foremen) ...	—	446	472
	Flygmekanikerna r.f. (flight engineers)	—	—	101
France	Fédération Nationale de la Marine Marchande F.O. (seamen)	7,650	7,650	7,650
	Fédération des Officiers de la Marine Marchande F.O. (ship's officers)	2,500	2,500	2,500
	Fédération des Ports et Docks et Assimilés F.O. (dockers)	6,200	6,200	6,200
	Fédération Syndicaliste F.O. des cheminots (railwaymen)	31,000	25,000	25,000
	Fédération Nationale F.O. des transports (transport workers)	5,500	3,000	3,000
	Fédération des travaux publics et des transports F.O. (civil aviation and transport workers)	9,000	9,000	9,000
	Fédération autonome des cadres (railway salaried staff)	15,820	15,540	15,540
	Syndicat national du personnel navigant commercial (flying staff)	—	—	1,125
	Syndicat national des officiers radios de l'aviation civile (radio officers)	—	—	250
	Syndicat national des officiers mecaniciens de l'aviation civile (flight engineers) ...	—	—	454
	Syndicat national des pilotes de ligne (pilots)	—	—	860

Country	Organization	31st December		
		1959	1960	1961
Germany ...	Gewerkschaft öffentliche Dienste Transport und Verkehr (transport workers) ...	108,440	109,349	109,425
	Gewerkschaft der Eisenbahner Deutschlands (railwaymen)	446,807	439,097	438,525
Great Britain ...	National Union of Seamen ...	60,000	60,000	60,000
	Merchant Navy and Air Line Officers' Association ...	15,500	16,500	16,000
	Radio Officers' Union ...	3,515	3,651	3,567
	National Union of Railwaymen	332,108	309,925	310,082
	Associated Society of Locomotive Engineers and Firemen	65,400	65,400	52,478
	Transport Salaried Staffs' Association	86,214	86,382	86,382
	Transport and General Workers' Union	350,000	350,000	350,000
	Union of Shop Distributive and Allied Workers ...	40,000	40,000	40,000
	Scottish Horse and Motor-men's Association	13,000	12,000	12,000
	Cardiff, Penarth and Barry Coal Trimmers' Union ...	202	202	202
Greece ...	Pan Hellenic Seamen's Federation	25,235	30,268	51,756
	Federation of Greek Dockers	9,500	8,000	10,100
	Fédération Panhellénique des Cheminots (railwaymen) ...	10,500	10,500	10,500
Grenada ...	Grenada Seamen and Waterfront Workers' Union ...	608	505	505
Honduras	Sindicato Independiente Portuario Ferrocarrilero y Anexos (dockers and railwaymen)	1,200	1,200	1,200
	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras (railwaymen) ...	—	—	396
Hongkong	Kowloon-Canton Railway Workers' Union	350	350	350
	Hongkong Chinese Seamen's and Marine Employees' General Union	2,998	3,120	3,120
Iceland ...	Sailors' and Fishermen's Union	1,684	1,684	1,684

Country	Organization	31st December		
		1959	1960	1961
India	All India Railwaymen's Federation ...	316,693	300,000	300,000
	Maritime Union of India ...	1,349	1,421	1,435
	Transport and Dock Workers' Union of Bombay ...	11,221	9,217	11,336
	National Union of Seamen of India ...	22,105	22,128	17,139
	Calcutta Port Shramik Union	15,000	15,000	15,000
	Indian Flight Engineers' Association ...	49	43	43
	Indian Flight Navigators' Guild ...	—	47	47
	Indonesia	Serikat Buruh Teknik dan Pelabuhan (dockers) ...	5,760	5,760	5,760
Persatuan Buruh Kereta Api (railwaymen) ...		30,000	30,000	30,666
Serikat Buruh Penerbangan (civil aviation) ...		1,500	1,500	1,700
Irish Republic	Irish Transport and General Workers' Union ...	5,000	5,000	5,000
	Seamen's Union of Ireland ...	—	1,006	1,006
Israel	Israel Seamen's Union ...	2,000	2,940	2,940
	National Union of Government Employees, Railwaymen's Section ...	1,650	2,000	2,000
	Transport Workers' Division of Histadrut ...	—	—	23,500
Italy	Federazione Italiana Lavoratori del Mare (seafarers) ...	11,610	11,610	11,534
	Federazione Nazionale dei Lavoratori Portuali (dockers) ...	6,600	6,600	6,600
	Sindacato Italiano Unitario Ferrovieri (railwaymen) ...	17,344	18,120	18,120
	Sindacato Autonomo Unificato Ferrovieri Italiani (railwaymen) ...	34,000	34,000	34,000
	Federazione Nazionale Lavoratori Autoferrotranvieri ed Internavigatori (passenger transport and inland navigation) ...	25,000	25,000	25,000
	Federazione Italiana Lavoratori Trasporti e Ausiliari del Traffico (transport workers) ...	20,000	20,000	20,000
	Sindacato Nazionale Gente dell'Aria (civil aviation) ...	700	484	484
	Unione Italiana Marittimi (seafarers) ...	5,570	5,570	5,570

Country	Organization	31st December		
		1959	1960	1961
	Unione Italiana Pescatori (fishermen)	2,500	2,500	2,500
	Unione Italiana Lavoratori Portuali (dockers)	2,781	2,781	2,781
	Federazione Nazionale Autonoma Autoferrotranvieri (inland transport)	—	15,821	15,821
	Federazione Nazionale dei Liberi Sindacati della Pesca (fishermen)	—	11,406	10,709
Japan	All-Japan Seamen's Union ...	82,000	106,171	110,000
	National Railway Workers' Union	230,000	300,000	300,000
	National Railway Motive Power Union	53,250	50,000	50,000
	Federation of Municipal Transport Workers' Unions	50,670	30,000	30,000
	Travel Bureau Trade Union	3,000	3,000	3,000
Kenya	East African Railway Asian Union	2,500	2,500	2,500
	Transport and Allied Workers' Union	2,000	2,000	2,000
	Railway African Union ...	5,984	5,984	5,984
	Dock Workers' Union ...	1,000	1,000	1,000
	National East African Seamen's Union	568	568	568
Korea	Korean Federation of Railroad Workers' Unions ...	27,000	23,000	22,000
Lebanon	Syndicat des Chauffeurs des Automobiles Privées dans la République Libanaise (motor drivers)	—	—	650
Libya	Port Workers' Union ...	—	—	800
Luxembourg	Fédération Nationale des Cheminots et des Travailleurs du Transport Luxembourgeois (railwaymen and transport workers)	6,800	6,805	6,772
Madagascar	Fédération de cheminots (CTMC) (railwaymen) ...	—	—	1,000
Malaya	Transport Workers' Union ...	—	2,000	2,000
	Harbor Trade Union	—	1,990	1,996
	Railwaymen's Union of Malaya	—	—	5,000
Malta	General Workers' Union of Malta	975	1,050	1,050

Country	Organization	31st December			
		1959	1960	1961	
Mauritius	General Port and Harbour Workers' Union	1,652	1,038	1,038	
	Bus Drivers' and Conductors' Union	125	125	125	
Mexico ...	Sindicato Industrial de Trabajadores del Transporte Marítimo, Fluvial y Lacustre de la República Mexicana (seamen and dockers) ...	1,800	1,800	1,800	
	Sindicato Nacional de Trabajadores de Auto-Transportes y Conexos "Fernando Amilpa" (passenger transport) ...	50,000	50,000	50,000	
	Sindicato Nacional de Estibadores, Alijo, Carcaduria, Marinos y Similares dela República Mexicana (dockers)	3,000	3,000	3,000	
	Unión de Marineros, Fogoneeros, Mayordomos, Cocineros, Camareros y Similares del Golfo de Mexico (seafarers in Gulf of Mexico)	250	250	250	
	Asociación Sindical de Pilotos Aviadores (civil aviation) ...	500	500	441	
	Netherlands	Nederlandse Bond van Vervoerspersoneel (inland transport)	40,711	42,510	44,035
	Centrale van Zeevarenden ter Koopvaardij en Visserij (seafarers and fishermen) ...	14,450	14,764	13,332	
Algemene Bond "Mercurius" (motor drivers)	1,595	1,674	1,670		
Vereniging van KLM Boordwerktuigkundigen (flight engineers)	450	485	440		
Vereniging van KLM Pursers en Hofmeesters (stewards)...	—	571	597		
Association of KLM Stewardesses	—	—	298		
New Zealand	Federated Cooks' and Stewards' Union of New Zealand	1,190	1,190	1,190	
	Federated Seamen's Union ...	2,060	2,060	2,060	
	North Island Waterfront Workers' Industrial Association of Workers ...	4,280	4,450	4,100	

Country	Organization	31st December		
		1959	1960	1961
Nicaragua	Transportadores Unidos Nicaraguenses (transport workers)	3,000	3,000	3,000
Nigeria ...	Nigerian Dockers, Transport and General Workers' Union	1,326	1,326	2,282
	Railway Technical Staffs' Association	1,536	1,536	1,563
	Nigerian Transport Staff Union	3,494	3,494	3,494
	Association of Locomotive Drivers, Firemen and Allied Workers of Nigeria ...	654	654	654
	Nigerian Railway Permanent Way Workers' Union ...	4,916	3,907	3,907
	Train Guards Union	520	520	520
	Nigerian Port Authority Clerical Workers' Union ...	215	215	215
	Nigerian Port Authority Workers' Union	1,555	1,555	1,555
	Airway Workers' Union ...	1,200	1,200	1,200
	Railway and Port Transport Staff Union	—	3,228	3,004
	U.A.C. & Associated Companies African Workers' Union	—	—	528
	Nigeria Motor Drivers' Union and Allied Workers ...	—	—	2,200
Norway ...	Norsk Sjømannsforbund (seamen)	47,534	47,900	48,000
	Norsk Stymandsforening (mates)	4,673	4,759	4,772
	Det Norske Maskinistforbund (ship's engineers)	4,300	4,300	4,300
	Norsk Transportarbeiderforbund (transport workers) ...	22,974	22,147	22,076
	Norsk Jernbaneforbund (railwaymen)	20,842	20,382	20,134
	Norsk Lokotivmandsforbund (locomotivemen) ...	2,102	2,102	2,037
	Norsk Jern- og Metallarbeiderforbund (ground staff) ...	800	1,000	850
Nyasaland	Nyasaland Railway Asian Union	86	77	77
	Nyasaland Railway African Union	3,000	3,000	3,426
	Nyasaland Transport and Allied Workers' Union ...	460	4,000	4,000

Country	Organization	31st December		
		1959	1960	1961
Pakistan ...	Pakistan Transport Workers' Federation	25,000	20,000	20,000
	Maritime Union of Pakistan ...	130	223	304
	Flight Engineers and Navigators Association	40	40	45
	National Seamen's Union ...	—	—	1,761
Panama ...	Federación de Trabajadores Marítimos de Panama (seamen)	700	700	700
	Sindicato de Chóferes de Taxi de Panama (motor drivers)	—	149	149
	Sindicato de Autenticos Chóferes de Radio Taxi y Expreso Tocumen (radio taxi drivers)	—	—	50
	Unión de Transporte Acarreo y Mundažas (r e m o v a l workers)	—	—	23
	Sindicato Coclesano de Transporte de Pasajeros y Carga (road transport workers) ...	—	—	40
	Sindicato de Conductores de Taxis - Pequeños (minicab drivers)	—	—	105
	Paraguay ...	Liga de Obreros Marítimos del Paraguay (seamen) ...	3,000	3,000	3,000
Peru ...	Federación de Trabajadores en Aviación Civil de Peru (civil aviation)	—	—	284
	Federación de Chóferes y Anexos del Peru (motor drivers)	—	—	5,000
	Asociación de Trabajadores Marítimos, Portuarios, Postulantes de Chimbote de Auxilos Mutos y Defensa del Trabajador (seamen and dockers)	—	—	205
	Federación Nacional de Trabajadores Ferroviario del Peru (railwaymen)	10,000	10,000	8,300
	Federación de Motoristas Conductores y Anexos del Peru (motor drivers)	—	1,800	1,800

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<i>Country</i>	<i>Organization</i>	31st December		
		1959	1960	1961
	Sindicato de Oficiales Fluviales de la Marina Mercante de Iquitos (inland navigation)	---	---	200
	Sindicato Unico Trabajadores Maritimos y Portuarios Puerto Chimbote (seamen and dockers)	---	---	216
	Sindicato Talleres Limatambo Deposito Vias y Obas (tramway maintenance workers)	---	---	312
	Sindicato de Empleados de la C.N.T. (tramwaymen) ...	---	---	300
	Sindicato Unico de Trabajadores en Autobuses (busmen)	---	---	4,703
	Sindicato Unico de Trabajadores en Autobus del Peru (busmen)	---	---	800
Philippines	Philippine Transport and General Workers' Organization	28,000	28,000	28,000
Poland (exile) ...	Association of Polish Merchant Navy Officers in London, Seamen inc. ...	398	206	224
Rhodesia ...	Rhodesian Railway Workers' Union	4,035	4,050	4,056
	Railway African Workers' Union	2,700	12,215	13,889
	Central African Road Services Workers' Trade Union ...	715	650	1,015
El Salvador	Federación de Sindicatos de la Industria del Transporte (transport workers)	---	---	1,766
St. Lucia ...	St. Lucia Seamen's and Waterfront Workers' Trade Union	303	303	303
Sierra Leone	Transport and General Workers' Union	---	---	900
	The Sherbro Amalgamated Workers' Union	---	---	950
South Africa ...	South Africa Council of Transport Workers	3,000	3,000	3,000

Country	Organization	31st December		
		1959	1960	1961
Spain (underground)	Sindicato Nacional Ferroviaria (railwaymen)	12,000	12,000	3,316
	Federación Nacional del Transporte (transport workers) ...	10,000	10,000	3,103
Sudan ...	Mechanical Transport Dpt. Workers' Union	100	100	100
Sweden ...	Svenska Sjöfolksförbundet (seafarers)	21,771	22,190	22,187
	Svenska Maskinbefälsförbundet (ship's engineers) ...	2,242	2,472	2,727
	Svenska Transportarbetareförbundet (transport workers)	44,000	45,825	39,813
	Svenska Järnvägsmannaförbundet (railwaymen) ...	60,212	58,012	56,575
	Handelstjänstemannaförbundet (civil aviation)	3,711	4,005	5,420
	Sveriges Fartygsbefälsförening (ship's officers)	3,271	3,216	3,333
	Svenska Stewardsförening (stewards)	662	662	753
	Scandinavian Association of Flight Engineers	197	190	160
Switzerland	Schweizerischer Eisenbahnerverband (railwaymen) ...	43,825	42,814	42,782
	Verband der Handels-, Transport- und Lebensmittelarbeiter der Schweiz (transport workers)	10,309	10,677	10,687
	Schweizerischer Verband des Personals öffentlicher Dienste (civil aviation)	1,069	1,069	976
Tanganyika	Railway African Union ...	7,000	12,000	12,000
	Transport and General Workers' Union	5,000	6,000	6,000
	Tanga Port Stevedores and Dock Workers' Union ...	601	601	601
	Dock Workers and Stevedores Union (Dar-es-Salaam) ...	—	—	2,368
Trinidad ...	Seamen and Waterfront Workers' Trade Union	3,763	5,220+	5,220
	Caribbean Air Transport Trade Union	700	700+	700
Tunisia ...	Fédération Tunisienne des Cheminots (railwaymen) ...	3,271	3,770	3,647
	Fédération Tunisienne des Ports et Docks (dockers) ...	—	1,000	1,000

<i>Country</i>	<i>Organization</i>	31st December		
		1959	1960	1961
Turkey ...	Turkish Ports Seamen's Union	—	—	3,285
	Turkish Railwaymen's Union	—	—	14,225
Uganda ...	Railway African Union ...	4,000	4,211	4,211
	Amalgamated Transport and General Workers' Union of Uganda	800	7,547	7,547
United States ...	Seafarers' International Union of North America	56,000	56,000	56,000
	National Maritime Union of America	38,000	38,000	38,000
	Radio Officers' Union ...	1,000	900	850
	American Radio Association	1,000	1,000	1,000
	International Organization of Masters, Mates and Pilots ...	10,000	10,000	10,000
	National Marine Engineers' Beneficial Association ...	8,000	11,025	11,025
	Railway Labor Executives' Association	1,007,800	619,000	619,500
	Transport Workers' Union of America	75,000	75,000	75,000
	International Association of Machinists	35,000	33,660	42,709
	Flight Engineers' International Association	3,000	3,000	2,000
	Airline Stewards' and Stew- ardesses' Association ...	6,500	6,000	4,000
	International Longshoremen's Association	80,000	80,000	80,000
	Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America	—	100,000	100,000
	Airline Dispatchers' Associa- tion	740	740	650
Uruguay ...	Federación Ferroviaria y Ramas Anexas del Uruguay (railwaymen)	6,000	6,000	6,000
	Unión Central de Marineros ...	700	700	700
	Sindicato Autónomo Estiba- dores de Ultramar del Uruguay (dockers)	—	700	700
	Sociedad Obreros Carboneros del Puerto de Montevideo	—	680	680
	Asociación de Apuntadores del Puerto de Montevideo...	—	147	147

Country	Organization	31st December		
		1959	1960	1961
	Sociedad de Obreros Tonele- ros del Puerto de Montevideo	—	39	39
	Asociación de Guardianes de Agencias Marítimas de Puerto de Montevideo ...	—	80	80
	Sindicato Marinero Carbon y Sal del Puerto de Montevideo	—	66	66
	Asociación de Cosedores y Marcadores de Puerto de Montevideo	—	75	75
	Asociación de Apuntadores de Cereales y Subproductos del Puerto de Montevideo ...	—	27	27
	Sociedad de Capataces de Estiba Sección Carga Blanca (All eight above unions —workers engaged in dock work)	—	50	50
	Sindicato de Obreros del Omni- bus de Montevideo (busmen)	1,000	1,000	1,000
Venezuela	Federación de Trabapadores del Transporte de Venezuela (transport workers) ...	—	—	26,000
Zanzibar ...	Zanzibar and Pemba Dock- workers and Stevedores Union	450	450	654

III

DISPUTES AND INDUSTRIAL ACTIONS

Railway strikes in East Africa

Following the strikes of African railwaymen in Kenya and Uganda at the end of 1959 reported in the Report on Activities to the ITF Berne Congress in 1960, industrial strife broke out once again in East Africa at the beginning of February 1960, this time in Tanganyika where the African railwaymen, supported by the dockers, came out on strike in support of claims for an increase in the minimum wage paid to African railwaymen which was then 80 shillings a month. Meanwhile, in Kenya and Uganda, negotiations on the same subject were again on the point of breaking down because of management's persistent refusal to come forward with any constructive offer.

At the end of February, following an approach by the Tanganyika Federation of Labour, the ITF and the ICFTU decided jointly to send a representative to Tanganyika to advise and assist the Railway African Union (TARU). This representative's reports indicated that not only was the situation deteriorating in Tanganyika itself but that the dispute now looked like extending to all three East African territories.

Following consultations in London and Brussels between East African trade union leaders, representatives of the ITF, the ICFTU, the British TUC and the British railwaymen's unions, it was decided to send the ITF Director of Regional Affairs, together with Brothers Millard and Purvis of the ICFTU, to Dar-es-Salaam to assist the trade unions achieve a settlement covering all three territories. As a result of a joint conference called between the three railway unions, the three national centres and the three international representatives immediately following the arrival of the latter in Dar-es-Salaam on 10 April, it was decided to accept the services of the international trade union representatives in an effort to resolve the dispute. In their capacity as mediators the international trade union representatives then held numerous talks with Tanganyikan government officials and with representatives of the railway territorial administration. Finally, the mediators met the General Manager of the East African Railways and Harbours Authority and three other management representatives in Nairobi on 19 and 20 April.

Subsequent management proposals for a settlement of the dispute were rejected by the mediators and the TARU but, following further discussions between the mediators and the Minister of Labour, management finally offered on 30 April a settlement on the lines of a compromise proposal put forward by the mediators.

The settlement which was applied to Tanganyika on 1 May and which was extended to cover Uganda on 8 May and Kenya on 27 May entailed: an increase of 10 shillings per month for the lowest-rated workers in Grade C with smaller but specific increases for higher-rated workers in that grade; the holding of an independent inquiry into

industrial relations in the East African Railways and Harbours Administration with particular reference to the nature and suitability of the machinery needed for sound industrial relations; and an undertaking that there would be no victimization on either side.

Although the strikers did not gain everything they had originally asked for three aspects of these events give us reasonable cause for satisfaction. In the first place the dispute demonstrated decisively the value of the assistance which the international free trade union movement can give to unions struggling for existence in the newly emergent countries and, in doing so, provided a useful illustration of practical cooperation between the ITF and the ICFTU. In this connexion, mention may also be made of the exceptionally generous response of affiliated organizations to an ITF appeal for aid to the Tanganyikan Railwaymen. Secondly, we must be particularly gratified at the heroism and discipline shown by the rank and file of a trade union which is admittedly comparatively inexperienced and weak. Thirdly, it seems to argue hopefully for future industrial peace in this area that the Whitson Commission in its report on the dispute went so far as to criticize management for its paternalistic attitude towards the trade unions concerned and made positive recommendations for the creation of negotiating machinery implying much greater recognition of the union's role in industrial relations than the management had so far conceded.

Trade union rights in Japan

The Japanese Government has still not produced any concrete evidence of its professed intention to ratify ILO Convention 87 on Freedom of Association and Protection of the Right to Organize. During the two-year period covered by this Report consideration by the Japanese legislature of a bill to ratify the Convention has been repeatedly postponed on the grounds that amendments to domestic legislation entailed by ratification require considerable preparation and consultation with all those affected. In practice, what this appears to have meant is that the Japanese Government has been indicating to trade unions in the country that eventual ratification of the Convention will depend on the extent to which the latter are prepared in return to accept new restrictions on their liberties.

The ITF has repeatedly approached the Japanese Government expressing its disappointment and concern over the latter's unenlightened policy on this question. The last occasion was in February, 1961, when a four-man delegation from unions organizing workers in Japanese publicly-owned industries visited ITF Headquarters on their way to Geneva where they intended to submit to the Director General of the ILO a well-documented statement setting out the grounds for their complaint against the Japanese Government. The ITF General Secretary immediately wrote to the Director General of the ILO affirming the ITF's support for any measures the ILO might take to induce the Japanese Government to adopt a more enlightened policy. A further letter was addressed to the Prime Minister of Japan stressing how much the entire Japanese people had to gain from the end of the industrial unrest in the nation's publicly-owned industries which the government's obstinacy had very largely provoked.

Belgian general strike

An appeal launched on behalf of the ITF's Belgian affiliates involved in the Belgian general strike in January 1961 met with a heartening response. In addition to financial aid in the form of direct grants and interest-free loans, assistance took the form of a refusal of transport workers in other countries to handle black-listed or diverted traffic from Belgium. Thus, the German and Netherlands Transport Workers' Unions made it clear that German and Dutch dockers would not handle ships diverted from Antwerp, and British Railway porters at Dover refused to handle Belgian cross-channel steamers manned by blackleg labour.

The strike was called at the end of December 1960 in protest against harsh anti-social measures proposed in the Belgian Government's austerity package-deal, the so-called "Loi Unique". The militant opposition of the Belgian workers to this repressive legislation which included drastic cuts in social security benefits was instrumental in bringing about a considerable improvement in the Government's social policy.

Indian railwaymen's trade union rights

The ITF-affiliated All-India Railwaymen's Federation came out on strike along with other Indian Government employees in July 1960 in protest against the refusal of the Indian Government to implement the recommendations of a railwaymen's Pay Commission which had been published the previous November. The Indian Government retaliated by declaring the strike illegal, withdrawing recognition of the All-India Railwaymen's Federation and arresting its General Secretary, Brother Peter Alvarez, along with other trade union leaders.

The ITF Berne Congress held in July 1960 adopted a resolution condemning the anti-trade-union behaviour of the Indian Government and calling upon it to restore to the railway workers their basic trade union democratic rights.

On 18 January 1961, the ITF General Secretary wrote to the Prime Minister of India expressing concern at reports that the Indian Government was intending to introduce legislation restricting the freedom of action of Indian public service workers unions, including the railwaymen's organizations. This proposed legislation was also the subject of a resolution adopted by the ITF railwaymen's conference held in Paris in September 1961. This resolution pointed out that the provisions of the proposed legislation contravened ILO Conventions 87 and 98, as well as a resolution adopted in 1947 by the ILO Inland Transport Committee, and requested the Indian Government to re-consider the situation from a point of view compatible with the observance of these ILO Conventions so as to safeguard the interests of railwaymen and other government employees.

In the same month, the Indian Government restored recognition of the All-India Railwaymen's Federation and, in a letter to the Indian Government conveying the views of the ITF Railwaymen's Section, we expressed our gratitude for this positive step towards improved relations between railway employees and the government and asked the Government to re-examine the provisions of its proposed new legislation.

United States flight engineers' strikes

A ruling by a mediation board that engineers and pilots should be represented by one union in negotiations with a large American airline prompted a national, but unofficial, strike of flight engineers in the United States. The strike lasted for six days and ended on 23 February 1961 with the establishment of a Presidential Board of Enquiry into the dispute. The Flight Engineers' International Association, an ITF affiliate, regarded the original ruling as a threat to its existence as the flight engineers' bargaining agent but was unable legally to give the strike official support.

At our request, affiliated civil aviation organizations in France, Great Britain and the Netherlands asked their members not to man any extra services during the strike.

Another strike of United States flight engineers took place from 9 January to 24 February 1961. These engineers were employed by Northwest Airlines and organized by the International Association of Machinists which is also an ITF Affiliate. The strike concerned a wage dispute and ended with the setting up of a Presidential Emergency Board. The ITF had asked affiliated unions in Japan, Hong Kong, Korea and the Philippines, where Northwest aircraft call, to assist the strikers by not servicing Northwest aircraft. The President of the IAM subsequently wrote expressing gratitude for this assistance.

Danish transport workers' strike

On 11 April 1961 40,000 Danish seamen, dockers and road transport workers came out on strike in support of wage claims. The unions concerned—the ITF-affiliated Danish Seamen's Union, the Ship Firemen's Union and the General Workers' Union—came out on strike after their members had rejected compromise proposals put forward by the State Mediator following the breakdown of negotiations with the employers on a new two-year agreement for Danish industry. The workers finally went back on 15 May after a new and improved mediation proposal, which the employers had rejected, had been given the force of law.

Under the new agreement the inland transport workers gained wage increases worth 9d. an hour and more. The seafarers, who were not entirely satisfied with the new agreement, got increases of 12½%.

An ITF appeal for international assistance during the strike had met with a heartening response from affiliated unions in Germany, Great Britain, Malta, the Netherlands and Scandinavia. Sympathetic action was also taken in United States ports.

Alitalia ground staff strike

The Alitalia ground staff at Rome's two airports struck from 13 to 22 March 1961 after the failure of lengthy negotiations on the renewal of the collective agreement between the company and the CISL Civil Aviation Workers' Union, an ITF affiliate. The strike ended with an agreement on increases in pay, a cut in working hours and the introduction of a number of new benefits. The ITF had sought and received support for the strikers in a number of countries.

French flying staff dispute

A long-standing dispute between French flying staff unions and Air France over working hours, flying pay and working conditions on Boeing 707 aircraft ended at the beginning of May 1961 in an agreement which will have effect until 1 February 1962. The flying staff were at the same time released from the "requisition order", which had been imposed by the government following a strike by the pilots at the turn of the year. The order had prevented further strike action by enjoining the flying staff to maintain an "essential service".

Finnish flight engineers' strike

Flight engineers employed by Finnair went on strike on 4 May 1961 in support of their claim for higher wages and returned to work on 31 May after pay increases had been granted. ITF civil aviation affiliates helped the strikers by seeing that no extra maintenance work was carried out on Finnair planes and no extra services manned.

French railwaymen's strike

The French Railwaymen's Federation (FO), an ITF affiliate, joined with the majority of other French railwaymen's organizations in calling a 24-hour strike on 26 October 1961 in protest against an order issued by the French Minister of Transport on 17 October which sought to restrict railwaymen's right to strike and to impose penalties if they did so. At the Federation's request, we asked affiliated railwaymen's unions in neighbouring countries to see that trains were not taken across the French frontier and generally to express their solidarity with the strikers. The request met with a fine response.

Uruguayan railwaymen's strike

A five-week strike led by the Uruguayan Railwaymen's Federation (an ITF affiliate) in support of demands for better wages and working conditions ended on 5 June 1961 with an agreement on a general pay rise of 48% and improvements in a number of allowances by 50%. Moreover, wages, salaries and allowances are to be increased by a further 20% in 1962. The strike was particularly bitter and the successful outcome was largely due to the intervention of the ITF's representative in Latin America, Brother Azaña, who arrived in Montevideo on 27 May when the strike was in grave danger of collapse. Brother Azaña had been authorised to represent the interests of the ICFTU as well as the ITF during the dispute. Steps were taken by the ITF to prevent the unloading of a Uruguayan vessel in Hamburg, but this eventually proved unnecessary as the ship arrived on the day the strike ended.

By the end of the dispute the strike had assumed great symbolic significance for the Uruguayan free trade union movement. Its success had served enormously to strengthen the prestige of the free Uruguayan unions, the ITF and the ICFTU.

Argentine railwaymen's strike

Argentinian railwaymen's unions including the ITF-affiliated Locomotivemen's Union (La Fraternidad) called their members out on strike on 30 October 1961 in protest against the Argentine Government's policies concerning the rationalization of the country's railway system

and its intransigence in relation to the problems of railway labour. The strike ended on 11 December after lasting 42 days with an agreement providing for a 20% pay increase and an undertaking to set up a new administrative council for the railways on which two of the eight seats would be filled by nominees of the railwaymen's unions.

The ITF Executive Committee considered, at its meeting in London in November, the position of the Argentine railwaymen and adopted a resolution vigorously protesting against the retrograde measures directed against railwaymen by the Argentine Government and calling upon it to take immediate steps to withdraw these and thus enable a solution to be found to the conflict and the serious difficulties threatening the future operation and development of the Argentine railways. A telegram of protest on these lines was addressed to the Argentine Government.

Greek railwaymen's dispute

For some years now, Greek railwaymen have been confronted with a number of serious difficulties arising ultimately out of the Greek Government's policy towards labour in general and, in particular, to the industry in which they work. The problems arise under three main heads: the government's transport policy, railwaymen's working hours and government interference in the trade unions' internal affairs.

In 1960, the Berne Congress adopted a resolution expressing the ITF's support for the Greek Railwaymen in their struggle to modify the Government's plans to rationalize the country's railway system and, specifically, supported the railwaymen's claims for pensions, maintenance of railwaymen's seniority rights, and of the trade union's rights to take part in joint consultation in the management of the Greek railways.

The ITF point of view was subsequently communicated to the Greek Government and the matter was taken up again in January 1961 when the ITF Railwaymen's Section Committee held its meeting in Athens. On this occasion, a deputation from the Committee, in which the ITF General Secretary and the Railwaymen's Section Secretary took part, were assured by Greek Government representatives including the Deputy Prime Minister and the Minister of Labour that these grievances would have urgent attention.

The question of interference in the internal affairs of trade unions was dealt with more particularly in connexion with the ITS-ICFTU Mission which visited Greece in February 1961. (See p. 127.)

The Greek Railwaymen's demands for the general application of the eight-hour day were supported by a resolution adopted by the ITF Executive Committee in March 1958. The resolution pointed to the fact that the Greek Government had ratified an ILO Convention on the Eight Hour Day as early as 1920 and pledged support to the Greek Railwaymen in efforts to secure implementation of the Convention. This question was also raised by the deputation from the Railwaymen's Section Committee which was received by Greek Ministers during the meeting in Athens in January 1961.

Immediately prior to the holding of the International Railwaymen's Conference in Paris in September 1961, we were informed that the Pan-Hellenic Railwaymen's Federation were contemplating a series of

actions to secure the eight-hour day. During the Conference, it was learned that the level-crossing keepers had struck and gained this objective. The Conference adopted a resolution expressing whole-hearted support for the Greek Railwaymen.

Strikes in Ghana

Railwaymen and port workers in the Takoradi district of Ghana struck for several weeks in August and September. News from Ghana was severely censored and attempts made to prevent foreign correspondents from discovering or reporting the course of the strikes and the issues involved, with the result that the information available to the ITF was often sketchy. It appeared, however, that the strikers' main grievance concerned proposals in the government's budget which would introduce a form of compulsory deductions from wages. On 17 September the Ghana Railway Union cabled the British National Union of Railwaymen appealing for financial and moral support "in struggle against government control of unions and for survival of parliamentary democracy". The British National Union of Railwaymen passed the cable to the ITF.

The ITF has not had membership among Ghana's railwaymen since the Ghana TUC severed its links with the international free trade union movement and therefore knew nothing of the Ghana Railwaymen's Union or its leaders. This ignorance would in itself have been reason for pausing before expressing the ITF's solidarity with the union and its struggle, although from experience of the Ghana TUC's policy it did indeed seem plausible that the union was fighting for its freedom and autonomy.

There was, however, an even weightier reason for proceeding cautiously. The strikes had been violently condemned by the ruling party, the Ghana TUC and President Nkrumah who had gone so far as to accuse the strikers of treason. In an attempt to crush the strike, which was proving a great embarrassment to the government, heavy hints had been dropped to the effect that the strike had been fomented by "imperialist" elements. A declaration of support by the ITF could well have served to give these hints some foundation, for however ludicrous they would appear to an impartial observer it should be remembered that for some two years Ghana's people have been subjected to incessant indoctrination. The international free trade union movement, of which the ITF is part, has been lampooned as an arm of the American State Department and the British Colonial Office. In a situation where strikers were being subjected to outright intimidation and vilification by all the means at the government's disposal it would have been tragic if the ITF had done anything to make their plight even worse.

We therefore wrote to the Secretary of the union pointing to our difficulties and asking for information on the strike and its causes. No reply was received.

Within a few days of the receipt of the cable the strike collapsed and leaders of the union were arrested. We have since exchanged views with the ICFTU on the most effective means of dealing with similar situations in future.

IV

REGIONAL ACTIVITIES

Organization

After the election of Brother Pieter de Vries as ITF General Secretary by the Berne Congress the post of Director of Regional Affairs was subsequently filled with the appointment by the ITF Executive Committee in November 1960 of Brother Reint Laan, formerly one of the secretaries of the Netherlands Inland Transport Workers' Union and Chairman of its Dockers Section, who took up his ITF duties on 1 April 1961.

In the Regions themselves changes were also made in ITF staff. In Latin America, Brother Fernando Azaña took over the job of ITF representative from Brother Bob Houke in the autumn of 1960. Without in any way wishing to reflect on the achievements of previous holders of this office it must be said that in the period during which Brother Azaña has been working in Latin America our activities in the area have undergone an unprecedented expansion. The signs of this are to be seen not only in the steadily increasing number of new affiliations of transport workers unions, but also in the number of instances in which the ITF has given considerable and often decisive help to unions involved in extremely difficult disputes. Further details are given later in this report.

In April 1961, following a decision of the ITF Executive Committee, an ITF Office for Latin America and the Caribbean was opened in Lima, Peru. Later the same year, the Executive Committee approved the appointment of an assistant to Brother Azaña to deal specifically in the first instance with Brazil, Brother Jaquino Otero, a young and enthusiastic trade unionist who has been trained by the affiliated United States railwaymen's organizations. In addition, the Executive Committee approved the appointment of another assistant in South America, Brother Medrano, who is to work primarily in the office. At the beginning of 1962, therefore, there were three ITF representatives working in this Continent—a considerable contrast to the situation described in the report to the last Congress. The greater part of this improvement is to be ascribed to the untiring efforts of Brother Azaña who has been able to create the ITF spirit of solidarity and comradeship among the Latin American trade unionists and has considerably enhanced the Federation's prestige in this crucial area of the world.

Africa is another continent which, in the period covered by this report, has received a great deal of attention from the ITF and has also shown a number of changes in staff. Before 1961 we were not always completely successful in Africa. It ought, nevertheless, to be emphasized that since the appointment in April 1961 of Brother Emile Laflamme as African representative based on Lagos, Nigeria, a significant improvement has been registered in our activities. Brother Laflamme who because of his French-Canadian background speaks both English and French and who has many years of experience as a

railwaymen's trade union organizer has, in the short time in which he has been active in Africa, not only acquired a sound insight into African problems and thoroughly adapted himself to the situation there but has also done a great deal to promote close relations and effective co-operation with our African brothers under circumstances which cannot be described as easy. Initially, his activities were limited to the organizations in Nigeria, but in the second half of 1961, he also established wide contacts with unions in East Africa, thus helping to strengthen the ties formed earlier in 1961 during Brother Laan's visit to that area. Unfortunately Brother Laflamme became seriously ill at the end of 1961 during a visit to London to attend a meeting of the ITF Regional Affairs Committee. During Brother Laflamme's temporary absence, Brother Nat Johnson of the International Petroleum Workers Federation has been looking after the ITF Lagos Office. We are deeply indebted to Brother Johnson and his organization for their kind cooperation. The sudden onset of Brother Laflamme's illness also prevented him from carrying out a project to establish contacts with unions in the French-speaking countries of North-West Africa. Here again, however, we were fortunate in securing the services of Brother Mohammed Hellal, Assistant General Secretary of the Tunisian Railwaymen's Federation and coopted member for Africa on the ITF Executive Committee. In a joint mission at the beginning of 1962, the Director of Regional Affairs and Brother Hellal visited North and North-West Africa, Brother Laan concentrating on Tunis, Libya, Nigeria, Liberia, Sierra Leone and Senegal while Brother Hellal made contact with unions in the French-speaking territories, Dahomey, Ivory Coast, Togo, Mali, Upper Volta, Senegal and Morocco and also visiting Egypt and Libya.

At the end of 1961 Brother Walter Townsend was sent on a temporary mission to East Africa. (Brother Townsend is a young, energetic and extremely capable railwaymen's trade union official from the USA who has spent some time at the ITF's headquarters as part of a course in international trade union relations organized by Cornell University.) In the first place his job in East Africa was to give assistance to affiliated transport workers' organizations in Kenya, Tanganyika and Uganda. In view of the value attached to his presence by the East African affiliates, arrangements were subsequently made for Brother Townsend to extend his assistance to unions in Nyasaland, Rhodesia, Somalia, Aden and Liberia.

During the last two years it has become increasingly obvious that Brother J. Soares, the ITF representative in Asia was badly in need of assistance to relieve him to some extent of the enormous task entailed in attempting to cover this huge continent single-handed. In November 1961, the ITF Executive Committee appointed an assistant, Brother D'Souza, to Brother Soares who will make it easier for the latter to travel more extensively and to make more regular personal contact throughout Asia with the affiliated unions as well as those not yet affiliated.

As a result of the appointment of Brother Suzuki as President of the Japan Railway Workers' Union the ITF Japanese Office has lost its former Director. We take this opportunity of thanking Brother Suzuki for the valuable services he has rendered to the ITF over the past years. In consultation with the Japanese affiliated organizations it has been

decided to appoint Brother T. Yamazaki as Acting Director. He will manage the affairs of the Office together with a specially appointed committee.

Cooperation between the ICFTU and the ITSS

During the period covered by this report cooperation between the ITF and ICFTU has been excellent. During this period we have for the first time been able to draw on considerable aid from the ICFTU International Solidarity Fund and have thus been enabled to undertake a considerable expansion of our activities in the regions. This expansion in regional activities has, of course, also been facilitated by the improvement in the Federation's income as a result of the increased affiliation fees approved by the Berne Congress. In this respect it should also be mentioned that we have benefited from a number of generous contributions for this work made by individual unions especially in Scandinavia and the USA. It is to be hoped that in the years to come a greater number of affiliated unions in the regions will become financially self-supporting because we ought, in the long run, to be able to finance this work with our own means and not always have to rely upon the grant we have had in 1961 and 1962 from the ICFTU International Solidarity Fund.

It is regrettable that cooperation between the ITSS and the ICFTU is not yet as complete as it should be. Although a joint meeting between representatives of ITSS and the ICFTU held in July 1961 reached agreement in principle on the formation of a "pool" of affiliated representatives and on the need for increased coordination of regional activities particularly with a view to the setting up of joint offices and also in general organizational work, practical implementation of these decisions has so far not progressed very far. However, as already remarked, cooperation between the ITF and ICFTU in regional activities has been exceptionally good in the period covered by this report.

Africa

As will be seen from the above introduction no less than five men have been working in Africa in the period covered by this report. Brother de Vries who was then Director of Regional Affairs visited East Africa at the beginning of 1960 and assisted African Railwaymen in a dispute embracing the three territories. (A fuller report is given in the Section of this Report devoted to "Disputes and Industrial Actions".) Brother Laan, the new Director of Regional Affairs, has visited the continent twice, in 1961 and at the beginning of 1962, when he was accompanied by Brother Hellal. Brother Laflamme, the ITF African representative, was in Lagos throughout 1961 but also visited Kenya, Uganda, Tanganyika, Nyasaland and the Sudan. Since the end of 1961, as stated above, Brother Townsend has been assisting unions in organizational work in East and Central Africa, Aden and Liberia.

During the period covered by this Report, the ITF gained eight new affiliates in Nigeria, Sierra Leone, Tanganyika, Libya and Madagascar. As a result of the visit of Brothers Laan and Hellal to North and North West Africa at the beginning of 1962 a number of further applications for affiliation have been received.

In considering the expansion of ITF activities in this continent it is appropriate to begin by remarking on the economic and political conditions in which African unions are operating today, and on the very considerable difficulties which confront them during the first stages of their development. In addition to their own growing pains trade unions tend to be the focus of the restlessness of those colonies which are moving towards independence or of the difficult political and economic problems that arise in its wake. In this connexion we have also to take into account the infiltration of the Communist powers in an area which provides ample opportunities for the unscrupulous to exploit the considerable human poverty, misery and discontent which is often the sad heritage left by the Colonialist powers.

The campaign, mentioned in our last report on activities, for an exclusively African international trade union movement has continued throughout the period, although with somewhat diminished vigour since the disgraceful events of the so-called All-African Trade Union Conference held in Casablanca in 1960. Whilst the ITF attitude remains one of appreciation for the sincere wish of many African friends to inject a distinctly African personality and character into their trade union structure, our belief that the African trade union movement would be making a serious mistake in breaking its ties with the international free trade union movement was further confirmed by the shabby political intrigues and manipulations adopted at Casablanca when a large number of democratic trade union organizations were not even invited and those who did attend were effectively prevented from uttering their views.

A significant improvement in the African trade union situation became evident in January 1962 when representatives of 41 African trade union organizations from 30 African nations met in Dakar and set up the All-African Trade Union Confederation. The new Confederation, the President of which is Ahmed Tlili, General Secretary of the Tunisian Trade Union Federation (UGTT), groups some 2,000,000 workers in 21 trade union centres throughout Africa, 12 of which are affiliated to the ICFTU. Under the Confederation Constitution the African national trade union centres are left in full autonomy to retain their international affiliation. The Confederation rejects the communist system and all forms of dictatorship and is open without discrimination to all trade union centres in Africa which are in agreement with its aims to promote African unity and economic development as well as to join in the struggle for improving the social security and living standards of African workers and the establishment and support of democratic governments.

In East Africa the beginning of 1960 showed an intensification of the unrest on the railways which has been characteristic of this area for some years. The strike involving African railwaymen in the three territories employed by the East African Railways and Harbours Authority is dealt with more thoroughly in the chapter dealing with "Disputes and Industrial Actions". Unfortunately a certain amount of internal dissension in the Kenya Union has led to some delay in implementing effectively the improvements in industrial relations foreshadowed by the Whitson report, the recommendations of which included the introduction of a check-off system and other measures implying a greater respect for trade union participation in the establish-

ment of wages and working conditions. Throughout the period we have maintained close contacts with African railwaymen's unions in all three territories and our latest information indicates that the Kenya union is now well on the way to resolving its internal difficulties.

In the other key sector of East African industry, the ports, major successes have been gained during the past two years particularly in Dar-es-Salaam and Mombasa where the unions are extremely effective and, moreover, cooperate closely with each other. These unions could almost be taken as models of the type of organization which the ITF is seeking to build up in Africa. Some indication of their success may be seen in the fact that in East Africa the dockers are by far the best paid workers.

In Nigeria too the portworkers have secured notable successes. The energetic leadership of the Amalgamated Dockworkers Union has succeeded in bringing about an amalgamation of a number of smaller independent unions into a more effective striking force which will be of great assistance in the present attempts of the Nigerian portworkers to secure a decasualisation scheme to which the government has already given its approval in principle. Developments towards a greater measure of cooperation between the Nigerian railwaymen's organizations are also progressing favourably. Throughout 1961 the ITF representative in Lagos maintained the closest possible contact with all the ITF's Nigerian affiliates.

The sudden onset of Brother Laflamme's illness prevented him from carrying out the decision of the ITF Executive Committee to establish contact with unions in French-speaking North-West African which have not in previous years received from the ITF the attention they deserve. At the meeting of the ITF Executive Committee in November 1961 it was, therefore, decided to send the Director of Regional Affairs and Brother M. Hellal, co-opted African member of the Executive Committee, on a joint mission which was, initially, to take in Dahomey, Togo, the Ivory Coast, Upper Volta, Mali, Senegal, Morocco, and Egypt. The visit revealed a number of marked contrasts within the area, for example, between the extremely favourable conditions in Tunisia and the rather discouraging situation in Libya. In spite of the extremely difficult situation resulting from restrictions placed on the trade unions in this latter country there are, however, also some hopeful signs, for example, in the present discussions between dockers and civil aviation and road transport workers to form a single transport workers union which, it is understood, will seek affiliation with the ITF.

In Liberia, too, the climate at present seems to be generally unfavourable to the development of trade unionism. In spite of this, the ITF affiliate in Monrovia which caters for all groups of portworkers and seafarers shows great promise and seems to be very active in spite of the relatively short period it has been in existence. It will be called upon to make great efforts because social conditions here are extremely backward: rates of pay are very low (for dockers, 10 US cents per hour) and there are no stipulations regarding working hours, overtime or annual vacations. In Sierra Leone conditions are considerably better than in Liberia: a statutory minimum wage has been established, collective bargaining between union and management is usual and there is an excellent system of arbitration and mediation. Senegal too appears

to be a fruitful field for ITF organizational assistance and tentative contacts have been established with the railwaymen's, dockers' and road transport workers' unions.

Asia

Undoubtedly the most important event in Asia during the period covered by this report was the holding in November 1960 in Kuala Lumpur of the ITF's Second Asian Transport Workers' Conference. It was attended by 41 delegates and 32 observers from 9 Asian countries. The 22 unions represented at the Conference had a total membership of almost one million.

In view of the extremely difficult social, economic, and political conditions in which the young unions of Asia have to make their way it is hardly surprising that one of the major themes of this Conference should have been that of fundamental trade union rights, a subject which gave rise to long and animated discussions presenting a broad review of the variety of problems which these unions are called upon to face within the respective national contexts in which they operate. The discussion was perhaps at its keenest and the views of the delegates most unanimous in the Conference's insistence that Asian trade unions should have the right to strike. As long as they are denied the right to this ultimate weapon, the unions of Asia are bound to regard the managements and governments with whom they have dealings with the utmost suspicion. This lack of confidence, it will be appreciated, is hardly conducive to the preservation of good industrial relations. An allied factor in this connexion, repeatedly stressed by the delegates, is the widespread absence of adequate negotiating machinery and the marked tendency of governments in particular to evade their responsibilities towards employees by resorting to compulsory arbitration.

From the discussions it emerged that, although transport workers tend to be better organized than other workers in Asia, an enormous number still remain outside the trade union movement. This fundamental weakness of the Asian unions is often aggravated by the squandering of vital energies in fratricidal disputes between rival organizations. An appeal to the transport workers of Asia made in one of the Conference resolutions clearly expressed the desire and determination of the delegates to build strong and free trade unions with the utmost speed. Although the resolution put forward a number of practical suggestions on ways in which the ITF could assist in this campaign, the discussions indicated that those present were fully aware of their own responsibilities and there was no attempt to shift domestic burdens on to international shoulders. The resolution itself referred to the ITF's numerous commitments in other parts of the world. In addition to requesting the ITF Executive Committee to consider the possibility of convening Asian Regional Conference at regular intervals this resolution mentioned the possibility of creating consultative and advisory machinery at regional or sub-regional level.

Further resolutions adopted by the Conference were concerned with transport policy, working conditions in inland transport, trade union rights in Asian countries and aid to developing countries. The last-named is of interest because it makes the point that the intended beneficial effects of assistance hitherto given to the developing countries by more advanced countries have often been nullified by the severe

difficulties resulting from the heavy interest and repayment commitments incurred. A more direct form of assistance is called for which would serve to narrow the gap between the living standards of the rich and the poor countries and also to strengthen the belief of the peoples in under-developed regions that economic advancement can best be achieved in a free and democratic society. The resolution on trade union rights noted the conditions prevailing in some Asian countries which might delay ratification of ILO Conventions No. 87 and No. 98 and appealed to Asian governments to create conditions in which Asian workers might organize themselves in free and democratic trade unions, providing them with all necessary help to overcome organizational difficulties and thus enabling the unions to take a responsible part in the social and economic advance of their respective countries. The request in the resolution that the ITF should make a comprehensive survey of the situation in Asian countries with regard to action through which the trade unions might extend their rights is being followed up by the ITF primarily in respect of the railwaymen's organizations who are the most directly affected by present restrictions. A thorough investigation into railwaymen's trade union rights represents a major item in the current working programme of the ITF Railwaymen's Section.

From the resolution on transport policy and planning in Asia it can be seen that the Asian transport workers' unions are extremely conscious of the problems arising from inadequate coordination of transport. Thus, in maintaining that priority should be given to investment in transport as a basic service to the community as a whole, it was felt that the utmost care should be taken in planning so as to preserve wasteful parallelism and that every attempt should be made to obviate the unhappy experiences of the industrialized countries in respect of commercialisation and cut-throat competition in transport.

As already stated, one of the resolutions adopted by the Asian Regional Conference had called for an intensification of ITF activities in Asia and specifically mentioned the possibility of creating consultative and advisory machinery at regional level. In addition to the increase of staff at the ITF Singapore Office, mentioned earlier in this report, another important measure taken towards implementing the recommendations of this resolution was the decision of the ITF Executive Committee in November 1961 to set up an Asian Advisory Committee. The members of this Committee are: J. D. Randeri (Maritime Union of India); S. P. Dave (Pakistan Transport Workers' Federation); Donald U'ren (Railway Union of Malaya); R. A. Santoso (Indonesian Railway Workers' Union); R. S. Oca (Philippine Transport & General Workers' Organization); K. Suzuki (Japan National Railway Workers' Union). The Asian member of the Executive Committee, Brother Nishimaki, will also be a member *ex-officio* and Brother Soares will act as Secretary. This Committee will be holding its first meeting at the end of April 1962 in Tokyo when the ITF General Secretary will be present to inaugurate the Committee together with the Director of Regional Affairs and the ITF Asian Representative. Before going to Tokyo, Brothers Laan and Soares will be undertaking an extensive joint tour of Asia.

Among earlier visits to the area by ITF representatives, particular mention should be made of the Joint ICFTU/ITS Goodwill Mission to Asia which between 11 October and 4 November 1960 visited

Pakistan, India, Indonesia, Malaya, Singapore, Japan and the Philippines and on which the ITF was represented by General Secretary Pieter de Vries. The other members of the Mission were Arne Geijer and Omer Becu, the President and General Secretary of the ICFTU, G. Mapara, ICFTU Asian Regional Secretary, Charles Woerler, General Secretary, International Graphical Federation and V. M. N. Menon, ICFTU representative to ECAFE, who acted as Secretary to the Mission. Whilst the Mission was, to a large extent, concerned with the situation affecting the respective national centres affiliated to the ICFTU, extensive discussions and enquiries carried out by the Mission afforded an extremely valuable insight into conditions affecting transport workers throughout the area and enabled the General Secretary to make personal contact with affiliated unions and to arrive at a deeper understanding of their special problems.

In Pakistan the trade unions seemed to be, on the whole, weak, there being a lack of leadership at industrial level, and it was evident that insufficient efforts had been made in organizational work. Although transport workers in the main seemed to represent an exception to this rule, being relatively well-organized, the tendency was evident in the railway sector where only 20,000 workers out of a total potential strength of 180,000 were organized. The Mission also found that the position of the trade unions had been made worse by legislation passed in March 1960 making strikes virtually illegal by instituting a system of compulsory arbitration. The dangers inherent in this legislation were already apparent in the fact that employers had begun to take advantage of the situation to keep wages low in spite of improvements in the financial position of the industries concerned.

During the four days the Mission spent in India talks were held with the Indian Prime Minister and other Ministers and with leaders of the two Indian national centres, INTUC and HMS. The Mission was primarily concerned here with the consequences of the central government employees' strike earlier in the year. In this connexion, assurances were received from the Indian Government that there would be no victimisation of any worker who had taken part in the strike. The Mission also gained the impression that the question of restoring recognition of certain trade unions would also be satisfactorily resolved although it was evident that, with regard to the trade union rights of central government employees, the government was thinking of instituting a system of arbitration which would make it difficult for these workers to go on strike. (The ITF's subsequent interventions in relation to this proposed legislation are set out in the report on Indian Railwaymen's trade union rights in Chapter III, Disputes and Industrial Actions.) The Mission also found that internal disunity in the Indian trade union movement was being skilfully exploited by the Communists, whose influence was growing among white-collar workers. The Mission felt that further support should be given to democratic national centres to assist them in their organizational efforts.

In Indonesia, the Mission held talks with the affiliated national centres concentrating mainly on the dangers inherent in the Government's plans to bring together all the sections of the country's trade union movements in one central organization. This, it was felt, would not only expose the trade union movement as a whole to the danger

of government control but would also weaken the democratic elements and increase the possibilities of Communist domination.

In Malaya the Mission saw evidence of the good work being done by the Malayan TUC which had already had a great measure of success in its efforts to organize the Federation's workers into strong national industrial unions.

In Japan the Mission was mainly concerned with emphasizing the solidarity of the international free trade union movement with the workers of Japan in their struggle to obtain fundamental trade union rights. (See also the item on Trade Union Rights in Japan, Chapter III, Disputes and Industrial Actions.)

Latin America

In March 1961 the ITF held its Second Latin American and Caribbean Zone Conference in Lima, Peru. The Conference was attended by 70 delegates from almost 40 organizations in 13 Latin American and Caribbean countries representing in all some 600,000 workers from the southern part of the hemisphere whilst fraternal delegates from United States railwaymen's and maritime organizations brought the total affiliated membership represented up to 2,000,000.

The Conference covered a great deal of ground both in the plenary sessions and in the two sectional conferences devoted to the special interests of seafarers and civil aviation workers. Some of the topics dealt with such as one-man operation of locomotives and the engagement of maritime workers are familiar subjects of resolutions adopted by ITF Conferences in all parts of the world. However, more characteristic of the preoccupations of the socially less advanced countries were the emphasis on the necessity of acquiring basic trade union rights and the complaint that employers either did not recognize or refused to bargain with the established and responsible transport workers unions. Although there are happy exceptions, by no means all countries in Latin America extend complete freedom to democratic trade unions. All too often the unions have to contend not only with Government restrictions and interference in their internal affairs but also with employers who resort to intimidation and victimization.

Although the Latin American trade unions are, naturally, extremely conscious of the difficulties under which they work and fully appreciate the importance of the support which they have on past occasions received from the international free trade union movement, and particularly from the ITF, they are by no means labouring under the delusion that all their difficulties can be resolved from outside. On the contrary, they realize that they must rely very largely on self-help and mutual aid between the trade union movements of the Latin American countries.

One measure of the success of the Conference was the indication that the delegates had found, in coming together and discussing one another's difficulties, that they had many problems in common which could be solved by joint action. This practical solidarity was evident in the Conference's pledge of full support for the Argentine seafarers in their struggle to establish an efficient and just system of engagement for maritime workers. The essentially realistic approach of the Latin

American trade unions was also evident in the views expressed on the methods that would have to be adopted in order to secure the widest possible diffusion of trade union freedoms throughout Latin America. The same practical spirit also characterized statements on the ITF's work and regional organization in this part of the world. Whilst appreciating to the full all that the ITF had already done for them, the Latin American transport workers unions expressed their determination to give the ITF every possible support in this task. It was clear that the transport workers in Latin America sincerely wished to be able to stand on their own feet, to exploit to the full the tremendous trade union potential which exists in their Continent and to take their place within the ITF on terms of complete equality with the older established affiliates.

Since the Lima Conference, Brother Azaña has made numerous trips throughout Latin America assisting unions with organizational work as well as in disputes and the concrete results of his work are evident, if in no other way, in the large number of organizations which have affiliated with the ITF during the course of 1961.

Brother Azaña's first journey after the Lima Conference was to Chile to aid the dockers in the Port of Valparaiso in a particularly bitter struggle in which the shipowners were being backed up by unscrupulous government officials, whose prime motive seems to have been to smash the dockers' confederation (COMACH), which is an affiliate of the ITF.

In June 1961, Brother Azaña undertook a long trip which was to take him to Colombia, Venezuela and Mexico. In Colombia he had numerous talks with ITF affiliated railwaymen's, seafarers' and civil aviation organizations, and also groups of road transport workers who are at present engaged in a campaign to found a national Confederation of Road Transport Workers. In Venezuela, Brother Azaña's efforts met with a particularly gratifying success insofar as the ITF gained a powerful new affiliate, the Transport Workers' Federation which has at present 100,000 members and a much greater potential for the future. Since the downfall of the Jimenez dictatorship the trade union movement in Venezuela has made considerable progress, and has been particularly successful in outmanoeuvring the Communist factions who are now a declining force in the Venezuelan trade union movement.

Immediately following his extensive tour Brother Azaña was called to Montevideo by the ITF-affiliated Uruguayan Railwaymen's Federation to assist them in their dispute with the Uruguayan Government and Railway Administration. A fuller account of this strike is given in the section of this report devoted to "Disputes and Industrial Actions". However, it may be mentioned here that Brother Azaña was largely responsible for the extremely successful outcome of the strike and that this action has contributed enormously to the prestige which the ITF enjoys in Latin America. In August Brother Azaña was in Brazil where he introduced his new Assistant, Brother Otero, to ITF-affiliated organizations and also represented the ITF at the 5th Congress of ORIT. Contact was established with democratic maritime and river navigation workers and also with a new democratic organization of railwaymen which claims a membership of 120,000. Brother Azaña then went on to Colombia breaking his journey first in Panama where he discussed

problems effecting seafarers and taxi-drivers with the President of the country. During his brief stay he had talks with the seafarers' and other unions and as a result the ITF gained three new affiliates. In Colombia, Brother Azaña was chiefly concerned with a dispute of civil aviation mechanics employed by the Avianca Airline Co.

In Peru itself where the ITF office is situated, Brother Azaña has been concerned with a number of serious problems affecting the country's transport workers, particularly those employed by Lima public transportation companies.

V

SECTIONAL ACTIVITIES

SEAFARERS' SECTION

SECTION COMMITTEE

The following members were elected to the Section Committee at the Section Conference held in Berne in July 1960, or were later designated:

<i>Country</i>	<i>Member</i>
Aden	A. Khalil
Belgium	R. Dekeyser W. Cassiers
Estonia (exile)	G. Jerem N. Metslov
Finland	N. Walläri Y. Fyhrqvist
Germany	H. Hildebrand H. Wiemers
Greece	D. Benetatos M. Petroulis E. Meletis (<i>advisor</i>) P. Kalapothakis (<i>advisor</i>)
Hong Kong	Chang Teu Ming
India	B. Majumder J. D. Randeri
Israel	Z. Barash W. Dalman
Italy	E. D'Agostino G. Lagorio
Japan	T. Nishimaki H. Wada and one advisor
Netherlands	C. W. van Driel A. de Boon
Norway	N. Nilsen Th. Sonsteby
Pakistan	A. A. Khan M. A. Khatib
Sweden	K. Hadrup J. S. Thore
Switzerland	E. Hofer
U.K.	D. S. Tennant J. Scott
United States	J. Curran (<i>advisor</i> : R. McKay) P. Hall (<i>advisor</i> : W. R. Steinberg)

RADIO OFFICERS' CONFERENCE (GOTHENBURG, 22-23 APRIL, 1960)

Representatives of affiliated radio officers' unions in ten countries met under the auspices of the ITF, shortly before the IMCO Safety of Life at Sea Conference, largely in order to consider their attitude towards a proposal for extending the use of radio telephony at the expense of radiotelegraphy as the means of communication between ships. The radio officers adopted a resolution vigorously condemning such a retrograde proposal. In the event, the proposal was not pressed at the IMCO Conference.

The Gothenburg Conference also requested that a radio officers' panel should be set up within the ITF Seafarers' Section to give to radio officers' questions the continuous and systematic attention they deserved. This request was later endorsed by the full Section. In response to another request put forward by the radio officers, arrangements have been made for them to participate, through the ITF, at proceedings of the International Telecommunications Union.

SECTION CONFERENCE, LONDON, 30 MAY-2 JUNE 1960

This Conference discussed a draft of the revised International Seafarers' Charter. The Conference, taking place while the IMCO International Safety of Life at Sea Conference was in session in London, adopted a resolution expressing the seafarers' disappointment at the role they were able to play in IMCO under its existing structure. Another resolution adopted by the Conference restated and strengthened the policy and principles governing the conduct of the ITF campaign against flags-of-convenience shipping. (See separate Report of the Special Seafarers' Section.) A third resolution protested once more against the actions of the UAR Government in the Suez Canal and called upon seafarers' unions, including those in Arab countries, to condemn unilateral action and urge recourse to the United Nations. Following a discussion on problems posed by the employment of Asian seamen in European ships at substandard wages and conditions, it was agreed to pursue the matter at the next conference of the Section. Finally the Section endorsed the conclusions of the aforementioned radio officers' conference of the ITF, including a request that matters affecting this department should receive appropriate attention within the Secretariat.

SECTION CONFERENCE, BERNE 22 & 25 JULY 1960

This was the conference of the Section held during the Biennial Congress of the ITF. D. S. Tennant (UK Officers) was elected as Chairman of the Section for a two-year term and P. Hall (USA-SIU) as Vice-Chairman. The Report for 1958-59 was adopted. With regard to a recent governmental meeting in Washington concerning the flags-of-convenience problem, it was agreed that there should be fuller consultation between the Executive Committee and Seafarers' affiliates. In a discussion on the freedom of navigation, Arab representatives urged that the question could not be separated from wider political issues, such as the problem of Arab refugees. Danish, Israeli and other delegates maintained that the intention was simply to protect seafarers against arbitrary interference in their established freedoms. After the matter had been referred to a small committee, the Section adopted a resolution which appealed to the UAR Government to cease interfering with shipping in the Suez Canal, asked affiliated unions to support the appeal and authorized the Executive Committee of the ITF to consider the possibility of joint action if individual representations should fail. The UAR delegation put forward an alternative proposal requesting the ITF to avoid action on what it considered to be a purely political issue—which, it maintained, would undermine international labour solidarity—and urging that the United Nations should deal with the Suez problem in all its aspects. This was rejected. The Section resumed the discussion on the problem of Asian seamen employed in European ships and decided to set up a committee to study it further and report back to the Section. The Section then adopted the text of a revised

International Seafarers' Charter and agreed that it should be published on the widest possible scale. Following a short report on recent developments in connection with the ITF campaign against flags-of-convenience ships, the matter was referred to the Joint Conference of the Seafarers' and Dockers' Sections. The Section then agreed on the need to hold an ITF conference for the Latin American region. The American delegations argued the case for appointing an ITF representative for the North American region. Finally the Section adopted two further resolutions, one urging that personnel taking first watches on sailing days should have an adequate rest period, the other calling for a second Asian regional maritime conference of the ILO.

EEC CONFERENCE ON MARITIME AND HEALTH QUESTIONS, GENOA, OCTOBER, 1960

This Conference attended by representatives from the six countries of the European Economic Community was mainly of an exploratory character. The different national systems of maritime accident and health insurance within the Community were reviewed and there was an exchange of views on ways and means of harmonizing the different national systems as the Community takes shape. Various ITF seafarers' affiliates were invited to the Conference, although the ITF itself was not. However, it is intended to ensure that in future the ITF will be informed of the holding of such conferences through the Committee of ITF Unions in the European Community. The ITF will then be able to press for representation when matters of direct interest are to be discussed.

ITF ASIAN REGIONAL CONFERENCE, KUALA LUMPUR, 7-11 NOVEMBER 1960

During the conference there was a special discussion on Asian seamen's problems, particularly the problem of Asian seamen employed on substandard wages and conditions on European ships. This problem was already receiving special attention in the ITF (see below) and it was hoped that a solution would be sought which would not aggravate the plight of Asian seamen. Other points discussed were incidents involving assault, hooliganism and theft on board ships visiting certain Asian ports and difficulties sometimes experienced by Asian seamen engaged on foreign ships. It was suggested that more representatives of the ITF or European unions might be stationed in Asian ports. A discussion also took place on the flags-of-convenience problem as it affected Asian seamen. Because of the desperate employment situation, flag-of-convenience operators were able to get Asian crews through irregular channels.

SECTION CONFERENCE, ANTWERP, 26-27 JANUARY 1961

The conference received a report on a complaint of interference by the Canadian District of the SIU in the internal affairs of the British NUS and decided to recommend to the Executive Committee of the ITF that the SIU should be suspended unless certain conditions were complied with. It adopted a resolution deploring the interception of German vessels by French warships in the Mediterranean. An Asian member was added to the Committee set up by the Section to deal with problems arising from the employment of Asian seamen on European

vessels in Far Eastern trades. Consideration was given to the composition of the ILO Joint Maritime Commission which was due to meet in Geneva the following September. Finally the conference received a report on developments in connection with the flags-of-convenience problem.

COMMITTEE ON ASIAN SEAMEN, LONDON, 28 MARCH 1961

The Committee was set up in Berne in July 1960 and was composed of members from Denmark, Germany, India (added at the Section Conference in Antwerp, 1961), the Netherlands, Norway, Sweden and the United Kingdom. It dealt with the problem of Asian seamen employed on substandard wages and conditions in European ships (see below). It received a report on a discussion held on the subject during the Asian regional conference of the ITF in Kuala Lumpur, and recommended steps to strengthen the trade union organization of Asian seamen and further efforts to end the abuses still prevailing in the recruitment systems. It was decided to publish a propaganda leaflet for distribution among Asian seamen, with the aid of European unions.

CONFERENCE ON LIABILITY OF OPERATORS OF NUCLEAR SHIPS, BRUSSELS, 17-30 APRIL 1961

This diplomatic conference had before it two sets of draft articles on the subject under discussion. One of these had been prepared by the International Maritime Committee, a body consisting of eminent maritime lawyers, and the other by a panel of legal experts of the International Atomic Energy Agency. The discussion was tentative and resulted in the matter being referred to a working group for further study.

A request for the ITF to be invited to the conference in an observer capacity was refused, but we were given an opportunity to submit a written statement expressing the seafarers' point of view on the subject under discussion. (Subsequently the President of the International Maritime Committee indicated that he would support the request of the ITF to be represented at the next diplomatic conference on nuclear ships.)

ITF SECOND LATIN AMERICAN AND CARIBBEAN REGIONAL CONFERENCE, LIMA 1-6 MARCH 1961

Among the resolutions adopted by the Second ITF Latin American Regional Conference, several concerned maritime affairs. They included a resolution on the situation of Colombian and Panamanian seafarers envisaging approaches to the Governments concerned; a resolution on a maritime dispute in Chile recommending ITF affiliates not to discharge any cargo proceeding from a Chilean port; and a resolution on the engagement of maritime workers urging ratification and implementation by governments in Latin America of ILO Convention No. 9.

SECTION COMMITTEE MEETING, ROTTERDAM, 26-27 JULY 1961

The Committee considered the position resulting from the suspension of the SIU from the ITF and the effect this might have on the flags-of-convenience issue. It then reviewed action taken in pursuance of the Berne resolution of July 1960 on freedom of navigation and the consideration since given to the matter by the ITF Executive Committee. It was also agreed that the question of flag discrimination should be

placed on the agenda of the next Section Conference and that meanwhile the Secretariat should conduct a preliminary investigation into the experiences and views of affiliates.

SECTION CONFERENCE, GENEVA, 22-25 SEPTEMBER 1961

The conference met on the eve of the 19th session of the Joint Maritime Commission of the ILO and was largely devoted to preparatory consideration of the matters to be discussed there. The Section also reviewed the situation in connection with the flags-of-convenience question on which a statement was adopted noting the recent attempts of American shipowners to forestall the organization of runaway ships by American maritime unions. The statement vigorously reaffirmed the aims and policy of the ITF and specifically expressed the determination of ITF affiliates to work together to prevent attempts of shipowners to use the Panlibhon or any other flags to undermine the social standards of seafarers of any other country. Unions further agreed not to supply crews, make agreements or otherwise have dealings affecting ships pronounced unfair and confirmed that the ITF had full authority to deal with all questions of union jurisdiction. The Conference took note of a report on the suspension of the SJU from the ITF, and the subsequent withdrawal of three other American maritime unions: Marine Engineers, Masters, Mates and Pilots (this union subsequently withdrew notice of withdrawal) and Longshoremen. ITF activities in connection with the freedom of navigation through the Suez Canal were approved but for the dissentient voice of the Arab representatives who urged that the issue was entirely political and that interference could harm the unity of the ITF. It was further claimed that navigation through the Suez Canal was now entirely free. The Section went on record to reaffirm the seafarers' determination to fight for the freedom of navigation by all possible means and to maintain pressure upon governments and the United Nations. It also invited the Arab unions to use their influence with their governments. The Conference went on to discuss a report on the question of flag discrimination. It was agreed that the Secretariat should continue to collect information and that the matter should be pursued at the next Section Conference during the 1962 ITF Congress. The Section then approved a report of the Committee set up in Berne in 1960 to study the problem of Asian seamen. This stated that the strengthening of trade union organization among Asian seamen and the suppression of malpractices and corruption in crew supply systems were prior conditions for solving the problem. Publication of a propaganda leaflet for distribution among Asian seamen in European ships was endorsed. Finally, the Conference took note of a report concerning a fund for seafarers' welfare collected from visitors to passenger ships during stays in US ports, the manner of disposal of which had previously given cause for some criticism but was now more satisfactory following intervention of the NMU.

FREEDOM OF NAVIGATION

This question has been kept under review since the Berne Congress, at Section conferences as well as at meetings of the ITF Executive Committee. At Berne in July 1960 the Section adopted a resolution once more objecting to the restriction of navigation through the Suez Canal. At Antwerp the following January, the Section protested against interceptions of German merchant ships by French warships in the

Mediterranean. These protests followed others made by the ITF over the years against encroachments on the freedom of the seas. Thus, on the occasion of the Second United Nations Law of the Sea Conference earlier in 1960, the ITF in a statement referred to the closing of sea areas for the purposes of experiments with long-range missiles. Incidents have also been reported in the Baltic Sea and in Indonesian waters.

In pursuance of the resolutions adopted, the ITF has repeatedly brought the matter to the attention of the United Nations. The Berne resolution was communicated to the General Secretary of the United Nations. At the request of the ITF Executive Committee the President of the National Maritime Union of America, J. Curran, had a personal interview with UN Under-Secretary, Dr. Ralph Bunche. Unions were invited to support the ITF's representations by exerting pressure upon their own governments and urging them to press the matter with the United Nations. The policy of the ITF is that the seafarers cannot tolerate restrictions of the traditional freedom of the seas by the unilateral action of governments, but that this question can only be regulated by international agreement through the United Nations. It is obvious that seafarers' interests are often directly affected and they may even suffer severe hardship—witness the case of the Danish "Inge Toft", where the crew were detained for many months.

Affiliated unions have strongly supported this position. Governments have also expressed themselves in sympathy with it even if they have sometimes felt that action might do more harm than good. A dissident voice comes, however, from affiliates in Arab countries. They regard the issue as completely political and hold that ITF involvement in it can only weaken its international unity. Seafarers do not regard the issue as political. Whilst not wishing to take sides in the struggle between the two countries involved, UAR and Israel, they consider that an international waterway like the Suez Canal should be open to use by all countries. They base this view on the traditional principle of the freedom of the seas which they are determined to defend by all possible means. They cannot therefore accept the view of the Arab friends that the issue is political in character. When the Section reviewed the question in Geneva in September, 1961, it reaffirmed the policy as set out above and appealed to unions in Arab countries to exert their influence with the UAR Government in an attempt to secure a favourable modification of that Government's policy on shipping in the Suez Canal.

INTERNATIONAL SEAFARERS' CHARTER

Proposals to revise the International Seafarers' Charter adopted by the ITF in 1944, were first discussed at the Section Conference held in Geneva in April 1958. The matter was further examined at six meetings of a committee specially set up for the purpose. Finally, the Section Conference held during the Berne Congress in July 1960 adopted the text of a new Charter setting out in over 200 points the seafarers' international programme in relation to working and living conditions on board ship as well as various general issues affecting the shipping industry.

The Charter was published in English in booklet form in the following October. Unions ordered two thousand five hundred copies

at a price of one shilling per copy. They also agreed to bear the expenses of the committee which drew it up. In addition the Charter was translated and issued by the unions concerned in a wide range of languages: Burmese, Danish, Dutch, Finnish, French, German, Greek, Italian, Japanese, Norwegian, Spanish and Swedish.

ASIAN SEAMEN IN EUROPEAN SHIPS

The problem of Asian seamen employed on substandard wages and conditions in European ships is a long-standing one which has in recent years re-asserted itself in a particularly acute form. It was raised again during 1958-59 by the Scandinavian unions, as Danish, Norwegian and Swedish ships were then also feeling the impact.

After the problem had been considered by two Section Conferences, a committee composed of members from Denmark, Germany, India, the Netherlands, Norway, Sweden and the United Kingdom, was set up in Berne in July 1960 to study and report on it. The Committee met in London on 28 March 1961. Meanwhile the problem had also been discussed during the Asian Regional Conference of the ITF held in Kuala Lumpur in November 1960. The Committee decided on the publication of a propaganda leaflet for distribution among Asian seamen with the aid of European unions. At Kuala Lumpur the stationing of more representatives of the ITF and European unions had been recommended.

The causes of the problem are well known: the poverty and misery of the under-developed countries of Asia, the over-population and mass unemployment resulting from a vast surplus of manpower. In the maritime industry this means that there are several men for each job. Attempts to improve the situation stumble upon the corruption that often characterizes the usual methods of supplying maritime labour in these areas. When gains are registered in one area, labour tends to be drawn from another area where men can still be supplied cheaply.

The Committee agreed that, in spite of the tremendous difficulties involved, the problem was such as to warrant immediate constructive action on our part. It was agreed that trade union organization alone could break the vicious circle. In this the European trade unions will, therefore, have to be prepared, in their own interests as well as those of Asian seamen, to give all possible support to the genuine trade union forces in Asian countries.

The 19th session of the JMC, in Geneva in September 1961, adopted a resolution asking for a second Asian Regional Maritime Conference of the ILO. The first took place in Nuwara Eliya in October 1953. It adopted, among other things, a number of important principles concerning the recruitment problem of Asian seamen. A second conference is urgently needed to follow these up. The fact that the Geneva resolution was adopted with the support of shipowners indicates that they also recognize the need for action.

NUCLEAR SHIPS

The revised International Convention on the Safety of Life at Sea, drawn up in London in June 1960, has a separate chapter containing twelve regulations dealing with nuclear ships. In addition the Convention contains an Annex containing ten recommendations on the subject.

The ITF International Seafarers' Charter, adopted by the ITF in Berne in July 1960, contains a chapter setting out in three points the position of seafarers on the manning of nuclear ships and on the qualifications and training of personnel serving on such ships.

A diplomatic conference met in Brussels in April 1961 to consider an International Convention concerning the Liability of Operators of Nuclear Ships. It set up a working group to continue a study of the question, pending consideration by a further conference.

As stated in the report on the conference on page 60 above the ITF's request to attend in an observer capacity was refused. We intend to renew the request when the next diplomatic conference takes place. The International Maritime Committee, which performed preparatory work on the subject, has promised to support the request.

Meanwhile, following written consultation with affiliated unions, a written statement was submitted to the conference in Brussels, setting out the seafarers' views: personnel claims should have priority over property claims; there should be a separate compensation fund, amounting to one half of the total, to meet personnel claims under the convention; if the fund available for property claims is not exhausted by such claims the remainder should be used for meeting personnel claims.

The ILO also gave careful consideration to seafarers' interests under the proposed convention. Its representative who attended the Brussels conference was supplied with the text of the ITF statement.

TRANSPORT OF RADIOACTIVE MATERIALS

This is a question of growing importance which affects all categories of transport workers, including seafarers. International regulations on the subject were drawn up by the International Atomic Energy Agency in September 1960, and recommended to member states as a basis for national regulations. The question has also been dealt with by the Inland Transport Committee of the UN Economic Commission for Europe. The international regulations of IAEA, which is, through the ICFTU and ITF, also seeking consultation with workers' interests in the matter, are being kept under review and the first revision is planned for September 1962. In this connection we addressed an enquiry to seafarers' unions in December 1961. This informed them of the attention already given to the question in three sections of the ITF (Railways, Road Transport and Civil Aviation) and invited them to state (a) whether they agreed with the principles tentatively formulated by those sections and (b) whether they wished to express any additional views on the subject. When the matter has been considered within the Seafarers' Section it is intended to pursue it further in joint conference with the other sections of the ITF.

FLAG DISCRIMINATION

Following references to this question at various conferences of the Section, it was decided at the meeting of the Seafarers' Section Committee in Rotterdam in July 1961, that it should be placed on the agenda of the following Section Conference and that the Secretariat should collect information on the subject as a basis for discussion.

The replies to the Secretariat's enquiry (August 1961) were reported to the Section at the Section Conference held in Geneva in September 1961. It was decided that further information should be collected and that the discussion should be resumed when the section met during the Biennial Congress in Helsinki in the summer of 1962. One of the proposals to be considered is the setting up of a committee to study the principles of a common seafarers' position on the question.

PIPELINES

The effects of this new method of long-distance transport have already been discussed within the ITF: at the joint conference of the inland transport sections held during the 1960 Congress in Berne and since then by the Railwaymen's Section in Paris in September 1961 and the Road Transport Workers' Section in Vienna in October 1961. The Inland Navigation Section intends to continue the discussion at a conference in Hamburg in May 1962. The Seafarers' Section has so far not dealt specifically with the question.

For an account of the discussions which have taken place so far within the ITF we refer to the Report and Proceedings of the Berne Congress, 1960, pages 188, 282-4, and to reports of the Railwaymen's and Road Transport Workers' Sections in the present report, pages 83 and 89. We would refer also to a study on the effect of the use of pipelines on the transport of oil by tankers, "Pipelines and Tankers", published by the Organization for Economic Co-operation and Development (OECD) in Paris in October 1961.

ENGLISH CHANNEL PROJECT

The project for a link between Britain and the European Continent, by tunnel or by bridge, becomes more topical as it emerges from the speculative stage. The attention of the Seafarers' Section is drawn to the discussions which have already taken place within the Railwaymen's and Road Transport Workers' Sections of the ITF. See pages 82 and 90 of this report.

IN OTHER CHAPTERS

Other meetings which primarily affect seafarers are dealt with elsewhere in this Report and, in particular, we would draw your attention to the following:

United Nations Law of the Sea Conference	111
IMCO Safety of Life at Sea Conference	115
IMCO Maritime Safety Committee	115
IMCO Council	116
IMCO Assembly	116
IMCO Subcommittee on Tonnage Measurement	116
ILO Joint Maritime Commission	116
JMC Tripartite Committee on Seafarers' Welfare	117
ILO/WHO Committee on Seafarers' Health	117

SPECIAL SEAFARERS' SECTION

INTERNATIONAL FAIR PRACTICES COMMITTEE

At the joint Conference of Seafarers and Dockers held on 25 July 1960 in connection with the I.T.F. Berne Congress, the members of the International Committee for the Promotion of Fair Practices were elected as follows:—

Seafarers :

Sir Thomas Yates, United Kingdom Seamen
D. S. Tennant, United Kingdom Officers
W. Cassiers, Belgium
C. W. van Driel, Netherlands
H. Hildebrand, Germany
T. Sonstebj, Norway
M. Petroulis, Greece
G. Lagorio, Italy
J. Curran, National Maritime Union of America
P. Hall, Seafarers' International Union of North America

Dockers :

T. O'Leary, United Kingdom
G. de Crom, Belgium
R. Laan, Netherlands
A. Nicolaisen, Germany
E. Larsson, Sweden
E. Gleason, United States of America

Since that election the following changes have been made, because the original members relinquished the position they held at the time of their election. Brother J. Scott, United Kingdom Seamen, replaced Sir Thomas Yates whilst, among the dockers, Brother Laan was replaced by Brother Hulsker.

POLICY

The policy adopted in January 1959 and formulated the following April to the effect that "... agreements to be concluded through the affiliated unions of the country in which actual control of the shipping operation is vested, and, where necessary, by the ITF Seafarers' Section through its Fair Practices Committee: ..." is still being operated. In the meantime, and until final decisions are made as to which union should have jurisdiction over particular ships, where there is any doubt, the agreements being concluded are "custodian agreements". Up to the time of drafting this report some 400 ships have such custodian agreements. Most of them have been concluded by the Panhellenic Seamen's Federation, while others have been concluded by the Italian FILM-CISL. The Finnish Seamen's Union have operated boycotts of Panlibhon ships using Finnish ports in order to obtain the appropriate agreements.

In some cases the "custodian" agreement is held by the union in one country until such time as the union of another country, to which it is recognized the jurisdiction belongs, is ready to deal with the transfer. This arrangement particularly affects the United States unions. As the latter come to a position where they can begin to take over such agreements, the necessary procedures are discussed and agreed between the unions concerned and the ITF. A start has already been made to arrange the transfer of agreements.

During the period, press reports indicated a desire on the part of some operators of flag-of-convenience tonnage, to transfer their ships to

flags which are generally recognized as maritime flags, hoping by this means to avoid further attention from the ITF campaign. This aspect of the problem led to the reaffirmation of ITF Policy at a meeting of the Seafarers' Section in Geneva, September 1961. During the course of this, special stress was laid on the fact that, irrespective of the flag used, such transfers would be regarded by ITF affiliated unions as a "convenience" and would be dealt with accordingly. The Resolution is as follows:—

"This Conference of the Seafarers' Section of the ITF meeting in Geneva, September 22 1961,

Having reviewed activities of its Fair Practices Committee and the Secretariat, regarding flags-of-convenience shipping, and

Having received a report from the representative of the National Maritime Union of America concerning recent activities and announced strategy of U.S. owners of runaway ships, principally their "threat" to transfer ships from Panlibhon registry to flags of legitimate maritime nations other than the U.S. by a variety of devices, in hopes of forestalling the determined organizing drive of NMU and certain other US unions, and

Recognizing that the well-being and future progress of all workers in the maritime industry, anywhere in the free world, are threatened if shipowners can use the seamen of one nation to undercut and destroy standards achieved by seamen of any other nation and to forestall legitimate union organizing,

Hereby emphatically reaffirms the aims and policy on flags-of-convenience shipping as formulated in the Statement adopted by the ITF in January 1959, specifically:

- (1) The affiliates of the ITF are obliged to work together, in coordination with the ITF to oppose all efforts of ship-owners to use any flag to evade wage and working standards of the country in which the actual control of the shipping operation is vested and to evade organizing by unions of that country;
- (2) Flag-of-convenience registration is not limited to the Panlibhon nations, but applied to registration under any flag for such purposes;
- (3) No affiliated union will supply crews, make agreements or otherwise have dealings affecting ships pronounced unfair and classified as flags-of-convenience ships by the ITF which has full authority to deal with questions of union jurisdiction and whose findings in these matters are binding on all affiliated unions".

UNITED STATES UNION ACTIVITY

During the period since the Berne Conference the US maritime unions have been fighting actions through the various courts in the United States in an effort to establish principles which would enable them legally to organize and conclude collective agreements for the seafarers in the ships.

These Court actions are both expensive and long drawn out but in several cases, both through the National Labour Relations' Board and through judgments handed down from District Supreme Courts, decisions favourable to the unions have been obtained. These activities continue.

There is no controversy regarding trade union jurisdiction in a large proportion of the ships having custodian agreements on behalf of the ITF. In these circumstances attention is being given to take these vessels out of the "custodian" status and to have the agreements directly with the unions concerned.

IMCO

At the first International Maritime Consultative Organization (IMCO) assembly meeting the status of Liberia and Panama in relation to membership of the IMCO Safety Committee was discussed. Liberia contended, with the support of the United States government, that she should qualify for membership of that committee.

The point at issue in this matter was that, in the Convention establishing IMCO, the first eight countries having the largest amount of merchant shipping would qualify automatically for membership of the Safety Committee. The other members of the Committee would be elected by the Assembly. Liberia claimed the third largest amount of merchant tonnage.

The amount of tonnage registered in Liberia was not questioned. However, the governments who disapproved the membership of Liberia claimed that the interpretation of the Convention required that consideration be given to the degree of control and responsibility exercised by the government concerned over the ships on its register.

After much discussion it was agreed to ask the International Court at The Hague for an opinion as to whether or not the terms of the original Convention have been fulfilled in the circumstances that led to the omission of Liberia from the list of eight countries having the largest amount of merchant tonnage which are automatically members of the Safety Committee.

The opinion of the International Court was duly received and brought before the Second meeting of the IMCO Assembly. It was to the effect that the requirements of the Convention had not been complied with. Accordingly the Second Assembly meeting took the necessary steps to include Liberia in the eight countries having automatic membership of the Safety Committee.

The opinion of the International Court was not based on whether Liberia could make a useful contribution to the work of the Safety Committee (this question could not be posed of course) but on the interpretation of a set of rules in the Convention which were drawn up when the Convention was introduced in 1947, long before the "Flag of Convenience" issue became so acute. Thus Liberia is privileged to take a seat on what is perhaps the most important maritime committee in the world today, despite the decision of the United Nations Law of the Sea Conference, that there should be a "Genuine Link" between the ship and the state of registry, before "nationality" can be recognized.

SHIP REGISTRATION

During the period under review there has been a substantial change in the registration of ships operated or controlled by "flag of convenience" companies. Particularly is this so in the case of ships controlled by Greek interests. Many ships previously under the flags of Liberia and Panama have transferred to the Greek flag. Also new ships which previously would undoubtedly have been registered in one or other of the "convenience" countries have been registered in Greece. This change has brought a spectacular increase in the amount of merchant tonnage under the Greek flag. Almost since the end of the second World War, Greek registered tonnage hovered around the million gross tons mark and continued to remain close to this figure up to the beginning of 1959. Then the new registrations began to be made on a scale which quickly changed the situation. Today there is approximately six million gross tons registered in Greece. Shipping commentators have stated that this development is largely the result of the continued ITF activity. To this extent, at least, the ITF campaign can claim to have been successful.

DOCKERS' SECTION

SECTION COMMITTEE

The Section Committee members are:

<i>Country</i>	<i>Member</i>
Austria	R. Gryc
Aden	A. Khalil
Belgium	R. Dekeyzer
Denmark	E. Borg
Germany	H. Hildebrand
Great Britain	T. O'Leary
Greece	K. Stathopoulos
Italy	M. di Mario
Netherlands	R. Laan (<i>substitute</i> : W. Hulsker)
Norway	K. Kjönksen
Philippines	R. S. Oca
Pakistan	Faiz Ahmed
Sweden	N. Petersen (<i>substitute</i> : E. Larsen)

Most of the members were appointed at the Section Conference held during the 1960 Berne Congress. Others were nominated subsequently in response to a circular pointing out that there were still vacancies on the Committee. No meetings of the Committee have been held in the period under review.

R. Dekeyzer was re-elected Chairman of the Dockers' Section by the Section Conference held during the 1960 Berne Congress. Subsequently, in view of his election as President of the ITF Brother Dekeyzer laid down his office as Chairman of the Dockers' Section and was succeeded at the Section Conference in Oslo in March 1961 by T. O'Leary of the British Transport and General Workers' Union.

SECTIONAL CONFERENCES

Two full conferences of the Section were held during the two years under review. The first took place during the Biennial Congress of the ITF in Berne in July 1960. The subjects discussed were the Report on Activities for 1958-1959, mechanization of dock work, safety and health of dock work, and piece-work and time-work. The Section also received a report on the position with regard to the ITF campaign against flags-of-convenience shipping and a statement on the problems of Italian dock workers.

The second Section Conference met in Oslo from 14-16 March 1961. Discussion took place on dockers' pensions, safety and health of dock work, exchange visits for dockers, maximum weight of loads to be carried by one man, forty-hour week, mechanization of dock work, piece-work and time-work, a progress report on the ITF campaign against flags-of-convenience shipping, and the forthcoming Seventh Session of the ILO Inland Transport Committee.

During the Berne Congress there was also a Joint Conference of the ITF Dockers' and Seafarers' Section to deal with flags-of-convenience shipping and some of the questions mentioned above are further dealt with below under the respective headings.

ILO INLAND TRANSPORT COMMITTEE

As mentioned in the fuller report on the Seventh Session of this Committee held in Geneva from 8-19 May 1961 (See the section of this report devoted to "Relations with Inter-Governmental Organizations"), it adopted two resolutions on dockers' matters: one concerning the ILO Code of Practice on the Safety and Health of Dock Work and the other concerning the limitation of loads carried by one man. A third resolution, dealing with the social consequences of technological change, i.e. mechanization of dock work, was declared to be unreceivable by the body which functioned as the steering committee of the session.

MECHANIZATION OF DOCK WORK

The Section has discussed the increasing mechanization of dock work on various occasions. Following the Section Conference in Rotterdam in September 1959, which adopted a resolution expressing the viewpoint of dock workers on the subject, and a further discussion at the Section Conference in Berne in July 1960, the question was placed on the agenda of the Section Conference held in Oslo in March 1961 which again adopted a resolution defining the position of the Section: Measures which make for the greater efficiency of the dock industry should be supported; such measures should only be adopted after full consultation with the trade unions concerned; dock workers should receive a fair share of the benefits of mechanization; these benefits should take the form of shorter hours, higher earnings or longer holidays with a view to improving the standard of living of dock workers; work opportunities should not be reduced; where necessary, facilities should be available for retraining for alternative employment; there should be adequate retirement pension schemes; in no circumstances should the safety and health of work be impaired; the dockers' unions affiliated with the ITF should give every possible support to these objectives.

The Oslo Conference further decided that at the Seventh Session of the Inland Transport Committee which was due to take place in Geneva the following month a resolution should be sponsored on the lines of the above objectives. Such a resolution was duly introduced but the body acting as steering committee ruled it to be unreceivable so that it was not discussed. In view of the general atmosphere prevailing at the Geneva meeting it seems very unlikely that such a resolution would in any case have commanded sufficient support from the government delegates, to say nothing of the employers' delegates, for it to have had any real chance of being adopted. The most that can be said is that the opportunity was used to make known the viewpoint of dock labour on the issue.

TIME-WORK AND PIECE-WORK

Following a discussion which had taken place at the Section Conference in Rotterdam in September, 1959, it was decided to pursue the subject at the Section Conference in Oslo in March 1961. For this conference the Secretariat collected information for a number of selected cargoes on the manning of gangs, hours worked, method of shipment and handling, outputs achieved, and rates of payment. From the discussions on the subject in the Section it appeared that some considered that the piece-work system tended to lead to exploitation of the workers. Others took the view that the piece-work system ensured remuneration in accordance with the demands made upon the worker. In certain countries where dockers' unions had previously advocated the piece-work system, they were now in favour of time-rates. The views of unions in other countries had been revised in quite the opposite direction. As a result the discussion in Oslo produced no clear-cut recommendation of either system.

SAFETY AND HEALTH OF DOCK WORK

The Section Conference in Oslo discussed the desirability of revising the ILO Code of Practice on the Safety and Health of Dock Work to keep it abreast of developments in the industry. In accordance with the resolution adopted at Oslo the matter was then raised at the Seventh Session of the ILO Inland Transport Committee in Geneva the following May, with the result that this tripartite body asked the Governing Body of the ILO (a) to consider the collection and publication of information on the extent to which the provisions of the ILO Code of Practice have contributed to an improvement of practices in different countries; (b) to ensure, by periodic review and with the help of a committee of experts if necessary, that the provisions of the Code are as comprehensive as possible and take account of technological and other developments, including adequate recommendations safeguarding the health and safety of dock workers in the handling of unpleasant and harmful cargoes such as soot and hot cement; and (c) to call the attention of governments to the existence of the ILO Code of Practice and its usefulness as a guide to the establishment of minimum standards of safety and health in dock work. This resolution, it may be noted, gave satisfaction to wishes which had been expressed in the ITF Dockers' Section. The prominence it gave to the ILO Code was of particular value to countries where the national provisions on the subject of dock safety and health still fall short of international standards laid down by tripartite agreement.

DOCKERS' PENSIONS

The provision of retirement pensions for dock workers has been a topic of discussion at every conference of the Section in recent years. It is one of the subjects of the ITF International Dockers' Programme which states that a docker reaching the age of sixty-five and completing thirty years of employment in the industry should receive a total pension, i.e. statutory pension plus industrial pension, equal to at least three quarters of his wage, with an option of retiring between the ages of sixty and sixty-five on a proportionate pension.

Discussions on this subject in the Section have tended to emphasize the connection between retirement pensions and questions such as mechanization and vocational training and, in particular, the need for full consultation with the dockers' trade union organizations in order to ensure a balanced approach to the social problems of the industry. At the Section Conference in Oslo it was again agreed that the unions in the different countries should keep the ITF Secretariat adequately informed of any progress made in securing pension schemes for dockers in order that they might benefit as much as possible from one another's experience in this regard.

VOCATIONAL TRAINING

Vocational training for dockers was again referred to at the Section Conference in Oslo in March 1961, where attention was drawn to the need for more systematic instruction in the skills required by present-day cargo-handling methods and equipment. Points receiving special stress were: the importance of adequate training as a factor in promoting safe working; the need for vigilance to prevent the training of young workers having adverse repercussions on the wage structure and evaluation of key grades such as tallymen, cranemen and the like; the need for maintaining a proper balance between the training of new entrants to the industry and the retirement of aged dockers on adequate pensions.

LOADS CARRIED BY ONE MAN

The question of limiting the weight of man-handled loads continues to be brought up at every conference of the Section. It has also been repeatedly brought before the ILO. When the Section met in Oslo in March 1961 it asked that the question again be raised at the Seventh Session of the ILO Inland Transport Committee. Previous resolutions adopted by the Inland Transport Committee in 1951 and 1954 had asked that the problem be studied and placed on the agenda of an early session of the International Labour Conference. The Section decided to renew this request of the Inland Transport Committee and also to put forward a request for the question to be examined in the meantime by an ILO Committee of Experts in order to remove objections previously raised against international action—objections which the dockers consider to be completely invalid. The second request was not even considered by the Inland Transport Committee—in fact it did not emerge from the steering committee. The resolution which was adopted in Geneva consequently merely repeated the request that the question be studied and placed on the agenda of a future ILO Conference.

It may be recalled that in view of the slow progress made with this question at the ILO, a Section Conference in Rotterdam in 1959 adopted a resolution which pointed out that in spite of mechanization there were still countries where port workers were required to manhandle loads of 100 to 200 kilogrammes, that the carrying of such loads was injurious to health, and that affiliated unions should press for the inclusion in collective agreements of clauses to the effect that dockers should not be required to lift or carry loads exceeding 75 kilogrammes (165 lbs.), the demand formulated by the ITF Dockers' Section as long ago as 1948.

NORTH SEA PORTS

During the past two years further progress has been made towards realizing the regional programme drawn up for the Continental North Sea ports under the auspices of the ITF (Amsterdam, February 1955). Three regional meetings were held: in Hamburg in November 1960; in London in August 1961; and in Utrecht in November 1961. At the last meeting the following common regional objectives were formulated: (1) five-day week of forty hours; (2) recognition of Sunday as a complete day of rest; (3) work on Saturdays to be limited to ships on which work has already begun and which can be made ready for sea the same day; (4) work of an emergency character to be permissible during the weekend in cases to be defined in agreement with the unions; (5) for the purposes of working hours, public holidays to rank as Sundays and eves of public holidays as Saturdays; (6) working hours on Monday to Friday to be distributed, as regards starting and finishing times, spreadover, etc., in accordance with national or local preferences and requirements; (7) the termination dates of the provisions of collective agreements concerning working hours to be brought into correspondence with one another in the different countries. Of these objectives it was envisaged that (1) and (2) would be achieved before the end of 1963; the others were to be reviewed at a future meeting to be held early in 1962, in the light of reports from the respective countries. The Utrecht meeting also discussed the possibility of bringing about a regional approach by employers' and workers' organizations to the regulation of working hours in Continental North Sea ports. This matter, together with proposals for greater uniformity in the provisions concerning annual holidays and industrial pensions for dockers in the countries concerned, will also be pursued in future meetings.

INTERNATIONAL SOLIDARITY ACTIONS

A meeting of dockers' representatives from Belgium, Britain, Denmark, Finland, Germany, Holland, Norway and Sweden was held in London on 31 August 1961 to discuss matters connected with international solidarity actions conducted under the auspices of the ITF. The conclusions of the meeting were communicated by circular to affiliated dockers' and seafarers' unions and also reported to the ITF Executive Committee.

EXCHANGE VISITS FOR DOCKERS

At the Section Conference in Oslo in March 1961 attention was once more drawn to the desirability of unions consulting through the ITF when arranging for dockers' exchange visits between different countries.

INTERNATIONAL DOCKERS' PROGRAMME

The Programme adopted by the Section in Vienna in 1956 was reviewed at the two Section conferences held during 1960 and 1961, namely, in Berne in July 1960 and in Oslo in March 1961. It was agreed that there was as yet no need to revise the Programme and that progress made in implementing its provisions should continue to be reviewed at conferences of the Section.

TRANSPORT OF RADIOACTIVE MATERIALS

It is proposed to deal with this question at a conference of all the sections affected, including of course the dockers. Details will be found on page 107.

RAILWAYMEN'S SECTION

The Section Conference, held in conjunction with the ITF Congress in Berne, July 1962, elected the following members of the Section Committee:

<i>Country</i>	<i>Member</i>
Austria	R. Freund (<i>Chairman</i>)
Benelux	A. Tonneaux (Belgium)
Scandinavia	M. Trana (Norway)
Great Britain	S. Greene
Switzerland	E. Haudenschild
Germany	F. Berger
France	R. Degris
Italy	B. Carella
USA	W. P. Kennedy
Argentina	H. Alonso
Costa Rica	M. Castillo Quesada
Peru	R. Barrigan Madalengiotia
Tunisia	M'hamed Ali Hellal
Tanganyika	S. J. Katungutu
Kenya	O. P. Pathak
India	M. S. Hoda
Japan	M. Kurumada
Indonesia	R. A. Santoso

The election of Brother Richard Freund, Chairman of the Section, was unanimously confirmed. There have been no changes in the composition of the Committee in the period under review, during which the Committee has met twice.

MEETINGS

Berne, July 1960

This Section Conference took place in conjunction with the ITF Congress. There were 112 delegates from 29 countries. The Conference approved the report on activities after a brief discussion. During a general discussion on railwaymen's problems throughout the world, the RLEA representative, Brother Eli L. Oliver, gave a comprehensive review of serious conflicts between railwaymen's "operating" unions and railway companies in the United States in the period since the end of 1959. (At the request of the Conference the speaker's statement was later distributed to a large number of affiliated unions.)

The delegate from the All India Railwaymen's Federation gave an account of the events leading to the strike of Indian railwaymen and public service employees and of the repressive measures adopted by the Indian Government. The Conference adopted a resolution on this subject and a further resolution was adopted following the statement by the Pan-Hellenic Railwaymen's Federation representative on the difficulties encountered by railwaymen in his country. Both resolutions were then submitted to Congress together with a further resolution already adopted by the Road Transport Workers Section Conference relating to the one-man operation of trams and buses. This had been submitted by the Japanese delegates and the text was based on the resolution adopted by the Railwaymen's Conference of July 1958 on the one-man operation of diesel and electric locomotives.

A proposal by the Netherlands delegation on the introduction of automatic couplings in European railways was referred to the Section Committee. Another proposal submitted by the Netherlands delegation and the British National Union of Railwaymen dealing with the construction of a direct traffic link between Great Britain and the Continent was also referred to the Section Committee.

Athens, January 1961

ENLARGED MEETING OF THE SECTION COMMITTEE

This meeting, from 9-13 January 1961, had been called for three purposes:

- to prepare for the Seventh Session of the ILO Inland Transport Committee which was to take place from 8-19 May 1961 in Geneva;
- to establish the Agenda for the International Railwaymen's Conference, 1961, which it was planned to hold in Paris the following September; and
- to consider on the spot the long-standing complaint of the Pan-Hellenic Railwaymen's Federation about the attitude of the Greek Government in relation to the general application of the 8-hour day on Greek Railways and its general policy towards the Railways.

In accordance with a decision of the ILO Governing Body, the Seventh Session of the Inland Transport Committee was to be devoted mainly to problems affecting railways. (A report on the Seventh Session of the ILO Inland Transport Committee is given on page 118 of this report on activities). The enlarged Section Committee in the presence of the Chairman of the Road Transport Workers Section gave thorough consideration to all aspects of the forthcoming ILO meeting and agreed on nominations for important Offices in the Workers' Group.

It was agreed that the International Railwaymen's Conference would receive a separate report on the proceedings and results of the Seventh Session of the Inland Transport Committee in order to ensure that the results of the ILO meeting would be followed up at national level. The Secretariat was also instructed to prepare special reports on

*railwaymen's trade union rights,
automatic coupling,
the direct link between Great Britain and the Continent, and
the transport of radio-active materials.*

Brother St. Dimitracopoulos, President of the Pan-Hellenic Railwaymen's Federation gave an account of the considerable difficulties encountered by his organization for many years. From this and from written documents produced by the speaker it was clear that the Greek Government had still not applied the ILO convention on the 48-hour week on all sections of the country's railways although the convention had been ratified by the Greek Government as early as 1920. It was also clear that the Greek Government and various authorities in the country had interfered in the internal affairs of the Pan-Hellenic Railwaymen's Federation and that the Greek Government's transport policy manifested a strong bias towards road construction and road transport at the expense of the railways.

The Committee then appointed a delegation headed by Brother De Vries, ITF General Secretary, which was later received by the Greek Minister of Labour and the Deputy Premier. On both occasions, the delegation was assured that the complaints raised would be favourably and speedily investigated.

Later experience has shown, however, that the understanding displayed by the Greek Government on this occasion did not mean very much: In the Autumn of 1961 the Pan-Hellenic Railwaymen's Federation had to resort to a series of strike actions in order to draw public attention to their difficulties.

INTERNATIONAL RAILWAYMEN'S CONFERENCE

Paris, September 1961

The Railwaymen's Section Conference which took place in the UNESCO building in Paris from 12-15 September 1961 was attended by more than 130 delegates and guests from 16 countries.

The Conference has already been reported on in the ITF Press Report and Journal so that we may content ourselves here with a few brief remarks. The Agenda for the Conference was as follows:—

1. Opening and Welcoming Addresses.
2. Adoption of the Agenda.
Adoption of the Report of the International Railwaymen's Conference of 1959 (Salzburg).
Election of the Resolutions Committee.
Election of two Vice-Chairmen.
3. Report of the Section Secretary.
 - (a) Conference of European Ministers of Transport (CEMT).
 - (b) Economic Commission for Europe (ECE).
 - (c) European Economic Community (EEC).
 - (d) Activities of affiliated unions.
 - (e) Pipelines.
 - (f) Miscellaneous.
4. Report on the Seventh Session of the Inland Transport Committee of the ILO (8-19 May 1961), introduced by S. Greene, General Secretary, NUR, and R. Degris, Secretary, French Railwaymen's Federation FO.

5. Report on Railwaymen's Trade Union Rights, the Settlement of Industrial Disputes and the Right to Strike, introduced by the Section Secretary.
6. Report on the Transport of Radio-Active Materials, introduced by E. Haudenschild, Vice-President, Swiss Railwaymen's Federation.
7. Report on the Introduction of Automatic Coupling, introduced by Ph. Seibert, President, German Railwaymen's Union*.
8. Report on the Traffic Link between the European Continent and Great Britain, introduced by R. Gunter, TSSA, and Member of Parliament* and R. Bodeau, French Railwaymen's Federation, FO.
9. Proposals of affiliated unions:
 - (a) Transport co-ordination problems.
 - (b) The 40-hour week (proposed by the Belgian Railwaymen's Union).**
 - (c) Industrial Safety (proposed by the Netherlands Inland Transport Workers' Union).
10. Date and place of the next International Railwaymen's Conference.
11. Any other business.

* Brothers Seibert and Gunter were unable to introduce these reports which were therefore introduced by F. Berger and T. J. Bradley respectively.

** This proposal was dealt with in connection with the Report on the Seventh Session of the ILO Inland Transport Committee.

The resolutions of the Paris Conference were worked out by a Resolutions Committee, consisting of E. Haudenschild (Switzerland), Chairman and Rapporteur, F. Laurent (France), A. Tonneaux (Belgium) and H. Imhof (Secretariat). They were adopted unanimously by the Conference with a few minor amendments.

The resolution on *transport policy* expresses the attitude of the ITF Railwaymen's Section to present attempts on the part of certain railway managements and governments to institute a transport policy based primarily on commercial considerations. This policy is to be based on competition between the different means of transport and transport undertakings; the individual carriers, and in particular the railways, are to be freed as far as possible from obligations imposed on them by the authorities in the general public interest (tariff obligations and the obligations to carry and to operate); the railways are to be given a greater commercial freedom of action and are to be enabled to close down branch lines, installations, and services which are regarded as "unremunerative". The Conference was basically opposed to such a policy and emphasized that the railways must continue to be regarded as public services and as indispensable instruments in promoting the economic development of the community as a whole. (This aspect of transport policy is further discussed in the Section of this report devoted to "Relations with International Trade Union Organizations" and "Relations with Inter-Governmental Organizations").

The resolutions adopted by the Conference on the difficulties encountered by *Greek railwaymen* and *Indian railwaymen* were subsequently brought to the attention of the Governments of both countries. As yet, we have no definite information on the present situation in

Greece, but in India the situation seems to be improving appreciably. The Indian Government had restored recognition of the All-India Railwaymen's Federation and its affiliated organizations while the Paris Conference was still in session and later reports indicate that the legislation on trade unions which would have represented a serious encroachment on trade union rights in the country, is not now likely to be put into effect in its original form.

The resolution on the results of the Seventh Session of the ILO Inland Transport Committee and the annexed Preliminary Draft of a Railwaymen's Social Charter to Guide Modernization Developments are dealt with in the section of this report dealing with "Relations with Inter-Governmental Organizations."

The *transport of radio-active materials* by various transport media has been the object of serious discussion within the ITF during the period under review. (This matter is also dealt with in the section of this report devoted to "Relations with Inter-Governmental Organizations"). The Railwaymen's Section began a close examination of the matter on learning that the question of civil liability was the subject of an intensive discussion between the managements of European railway undertakings. It will not be easy to define and regulate liability for damage and injuries that might result from such transports. However, workers handling such dangerous materials are undeniably immediately concerned and have an unquestionable right to be consulted. Discussions on the regulation of liability have so far proceeded without consultation of railwaymen's or other transport workers' organizations. Nor, at international level, has the ITF been asked for its opinion. The question is all the more urgent inasmuch as, according to information we have received from the International Union of Railways (UIC), such transports have now assumed considerable proportions in Italy and France. Statistics for the other countries are not available. The resolution adopted by the Paris Conference, which was later endorsed with minor amendments by the Road Transport Workers' Section, demands the right of consultation on the part of the trade unions and lists specific demands which should be taken into consideration in the interests of personnel engaged in the transport of such materials.

The resolution on *automatic couplings* expresses the Conference's views on a proposal originally submitted by the Netherlands delegation at the Berne Congress in July 1960. This is not a new question for the ITF. Resolutions have been adopted on this subject since the beginning of the century! Unfortunately, the introduction of automatic couplings has repeatedly encountered serious obstacles, primarily of a financial character. Now, finally, the position seems to have changed. Technical developments in railway transport require larger units so as to take advantage of the greater tractive power of modern locomotives. This development is, however, limited by the comparative weakness of the traditional screw couplings. The move towards automatic couplings also gains impetus from the efforts of the East European railways to introduce a type of automatic coupling to connect with the system in use in the USSR. Efforts of the International Union of Railways (UIC) in cooperation with the East European railway authorities and the Economic Commission for Europe have intensified in the period under review and agreement on a common system for all European railway networks seems now to be in sight. The trade unions

are naturally gratified by this positive development. The introduction of automatic couplings will entail the disappearance of a dangerous and arduous job which accounts for a large number of fatal accidents to railwaymen every year. On the other hand, careful planning will be required to obviate possible negative social consequences such as large-scale dismissals of staff hitherto engaged on this work. A further danger arises as a consequence of the additional financial burden which the introduction of this expensive new equipment could entail for the railway systems. Our experience of the negative consequences which the financial difficulties of railways have had on the social conditions of employees are too telling to be disregarded in this connexion. It is with these aspects that our resolution is particularly concerned.

The last resolution adopted by the International Railwaymen's Conference deals with the question of the *construction of a direct link between Great Britain and the European Continent*. This question has been discussed since the beginning of the 19th century. However, the disappearance of serious strategical objections in the present age of guided missiles means that this gigantic project has now a much greater chance of being realised. International goods and passenger traffic by sea and by air between Great Britain and Europe has increased beyond all expectation in the period since the end of the Second World War. The present ferries are no longer capable of carrying the millions of passenger cars and coaches which now cross the Channel every year, and many of the vessels are obsolete. It is rumoured that new vessels to the value of £20 million must be built in the coming years unless a direct link in the form of a bridge or tunnel is constructed.

An international study group including representatives of the Anglo-French Tunnel Company, in which the State Railways of the two countries represent the majority, published in the Spring of 1960 a report on technical, economic and operational investigations into different projects for constructing a railway tunnel, a road tunnel, a combined rail-road tunnel, and a bridge. Since then other projects have come to light including one to construct a bridge. Considerable publicity has been given to the latter.

The report of the Channel Tunnel Study Group concludes without hesitation that the construction of a railway tunnel would have the greatest economic advantages, would entail no insoluble technical problems and would be cheaper than any of the alternative schemes. With a theoretical capacity of 216 trains in each direction during an operational day of 18 hours, this project would meet estimated requirements for many years ahead and provide a service not subject to delay and uninfluenced by weather conditions. In addition to a shuttle service of trains made up of special double-decker wagons for the transport of motor vehicles, there would be special express trains operating between London, Paris and Brussels. Travelling time would be considerably reduced and transport by this means would be appreciably cheaper.

The Conference, after considering the written report and the explanation given by the two rapporteurs, came to the conclusion that we should support the project for constructing a railway tunnel but that the other ITF Sections should have the opportunity of expressing

their views on this question. The Conference was, however, critical of the proposals put forward by the Study Group in relation to the financial and legal aspects of the ownership and operation of the tunnel. These reservations are expressed in the resolution, which also stresses the desirability of inviting other West European governments to participate in this great communal project, the consequences of which will be perceptible far beyond the borders of the two countries immediately concerned.

The text of the resolutions discussed above is reproduced below.

Resolution on Transport Policy

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

NOTING that discussions on transport policy have entered a new phase as far as the railways are concerned as a result of the appreciable emphasis which railway administrations are now placing on the aspect of commercial viability;

RECALLING that the basic attitude of the ITF concerning all matters of transport policy is that laid down at the Amsterdam Congress of 1958 and that the principles put forward then continue to be valid;

CONFIRMS these by insisting on the necessity of maintaining the railways as a public service in order to enable them to perform to the full their task as an indispensable aid to national economic progress.

Resolution on the struggle of Greek Railwaymen for the improvement of working conditions

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

ASTOUNDED that the Pan-Hellenic Railwaymen's Federation has been obliged to call out its member on strike in order to put forward once again its claim for an eight-hour day;

RECALLING that during an interview accorded to an ITF delegation at the beginning of this year by the Ministers concerned, the latter had given to understand that they would consider implementing the 48-hour working week for all categories of staff employed on the Greek Railways;

REQUESTS therefore the Greek Government to implement without further delay the conditions of work laid down in the International Labour Convention No. 1 which the Greek Government has ratified many years ago; and

EXPRESSES its wholehearted solidarity with the Greek Railwaymen and INVITES all affiliated unions to lend their support to our Greek affiliate.

Resolution on Indian Railwaymen's Trade Union Rights

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

HAVING NOTED with the deepest regret that following the General Strike of 1960 the Indian Government withdrew its recognition of the Indian Railwaymen's Federation, which represents the interests of a large proportion of Indian railwaymen, and that the Government persists in refusing to restore recognition of the union in spite of the fact that it was understood when the strike ended that normal industrial relations would be resumed;

NOTING that the Indian Government is proposing to introduce an industrial relations bill covering government employees, including railwaymen, which:

- (a) prohibits all strikes of employees in Government industrial and non-industrial departments;
- (b) introduces new negotiating machinery which would make mediation and arbitration compulsory in the event of industrial dispute and which would also give the Government the right to amend or reject any such arbitration award on its own assessment of the requirements of public interest;
- (c) removes from office all trade union officials who are not in Government employ;

CONSIDERING that such measures are incompatible with the spirit of the trade union movement and that, moreover, they contravene ILO Conventions No. 87 (1948) and No. 98 (1949) and the Resolution adopted in 1947 by the ILO Inland Transport Committee;

REQUESTS the Indian Government to reconsider the situation from a point of view that is compatible with the observance of the aforementioned ILO Conventions so as to safeguard the interests of railwaymen and other Government employees; and

REQUESTS the Indian Government to restore recognition of the ITF-affiliated Indian Railwaymen's Federation.

Resolution on the Transport of Radioactive Materials

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

CONSIDERING that the expected development of the medical, industrial and scientific uses of radioactive materials will give rise as from now to problems of transporting such materials,

JUDGING that in addition to the hazards inherent in the substances themselves, hazards arising from irradiation, contamination, criticality, there are risks for the untrained personnel engaged during loading, unloading or in the event of breakages during transit,

CONSIDERING that transport workers are most immediately concerned with the measures necessary to afford them protection,

DEMANDS that trade union organizations should be invited to participate at all national and international levels to study, discuss and prepare any draft regulations relating to the transport or handling of radioactive materials;

INSTRUCTS the Secretariat of the ITF to follow the development of this problem whilst keeping close contact with affiliated organizations and the competent international organizations and to pay particular attention to:

- special training for the handling of such transports;
- formal guarantees in respect of packing and safety measures;
- compensation and special social guarantees for this dangerous work;
- the provision and maintenance of special protective equipment.

Resolution on Automatic Couplings

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

JUDGES that the introduction of automatic couplings would bring about a considerable reduction in the number of accidents among shunting staff,

REAFFIRMS the position which has been previously adopted on several occasions favouring this measure, and

URGES, therefore, that a uniform system of automatic couplings should be introduced as quickly as possible on the railways of Europe,

BEING AWARE of the large capital investment required, and,

BEING CONCERNED to avoid any adverse effects on the wages and working conditions of railwaymen as a result of this measure,

URGES that the capital necessary for this technical improvement should be placed at the disposal of the railway administrations concerned at particularly favourable rates and with long-term repayment facilities.

Resolution on the Construction of a Tunnel under the English Channel

This International Railwaymen's Conference of the ITF meeting in Paris from 12 to 15 September 1961,

CONSIDERING that the construction of a tunnel under the English Channel would bring enormous economic advantages and would have a tremendous psychological effect;

CONVINCED that it would emphasize the trend towards political harmony among the States of Western Europe and accelerate the process of European integration; and

JUDGING that a tunnel would not present any obstruction to shipping and that it would assure a means of communication for both road and railway traffic that would be open all the year round;

SUPPORTS the construction of a tunnel under the English Channel; but

JUDGING

firstly, that factors such as cost, efficiency, safety and the simplification of responsibility lead this Conference to attach priority to a rail tunnel; and

secondly, that it is necessary to prevent private enterprise, which is committed to the pursuit of profit, from becoming the dominant element in an undertaking involving such important public and international interests;

PROPOSES that the British and French railway systems should jointly operate this rail tunnel under a lease concluded between France and Great Britain with the possibility being left open to contiguous countries of participating in the financing and operation of the tunnel;

DESIRES furthermore that the Conference of European Ministers of Transport should embark without delay on a study of the possible effects which the construction of such a tunnel might have on existing flow of traffic.

OTHER DECISIONS ON THE WORKING PROGRAMME

(a) Railwaymen's trade union rights

Railwaymen's trade union rights or, rather, the infringement or suppression of these rights by the political authorities are matters calling for our continuous attention. In the period under review special missions were sent out in certain cases in order to assist railwaymen's unions in difficult conflicts. On other occasions we have approached the national authorities concerned with letters or telegrams or resolutions insisting on the respect of the rights which trade unions enjoy under a democratic system of government. In particularly difficult cases we have, in cooperation with the ICFTU, directed complaints to the

International Labour Organization. The frequency of such disputes has led certain unions to request the ITF to prepare and place at the disposal of affiliated unions a report on the trade union rights of railwaymen throughout the world. The ITF was also requested to draw from the evidence available conclusions which could serve as a guide to assist unions involved in industrial disputes.

At its meeting in Athens, the Section Committee decided to include this proposal in its working programme. On the basis of the introductory report submitted by the Secretariat to the Paris Conference, it was decided to undertake a thorough review of this question for the benefit of affiliated unions, the work to be directed by the Section Committee. The Conference indicated to the Secretariat the countries it would like to see included in the investigation. It was hoped that an interim report would be submitted to the next Section Conference, to be held in conjunction with the Helsinki Congress in 1962. Work was begun on this review at the end of 1961.

At the last session of the ILO Inland Transport Committee it was decided at the request of the ITF group to recommend the inclusion on the agenda of a coming session of the Inland Transport Committee of an item dealing with trade union rights in important transport services. (See the report on the Seventh Session of the ILO Inland Transport Committee in the section of this report dealing with the International Labour Organization.)

(b) The construction and operation of pipelines

The last Report on Activities reported on the resolution adopted by the Salzburg Section Conference on the subject of pipelines. This question which is also of direct concern to members of the Road Transport and Inland Navigation Sections was then dealt with by the Joint Section Conference of the three inland transport sections at Berne in 1960. The Secretariat was instructed to undertake a new investigation of the matter taking into account the points of view of representatives of all three sections and to report back on its results so as to allow the sections to formulate a common point of view. This report was placed before the Road Transport Section Committee at the end of April, 1961, which drew up a three-point policy for the guidance of affiliated unions. This followed closely the principles of the Salzburg resolution, and was therefore unanimously adopted by the Paris Railwaymen's Conference. The text of the resolution is given in the report of the Road Transport Workers' Section.

(c) Accident Prevention and Safety in Railways

This question was raised in a proposal of the Netherlands delegation. Two main purposes are envisaged: to identify present deficiencies in the sphere of safety and accident prevention in railways by means of an enquiry to be conducted amongst affiliated unions which would then serve as a basis for discussion by the Section; in addition, attempts would be made, in conjunction with the ICFTU, to secure representation of ITF unions at meetings of international organizations which deal with such problems, e.g. the International Social Security Association. These proposals were unanimously approved by the Conference.

In a circular of 28 September 1961 affiliated organizations were informed of the results of the Conference and requested to cooperate

in following up the resolutions and decisions of the Conference. Wherever appropriate, the resolutions were brought to the attention of the Inter-Governmental Organizations concerned.

OTHER ACTIVITIES OF THE SECRETARIAT

No account is given here of the close contact maintained during the period under review between the ITF and affiliated railwaymen's unions who were involved in industrial conflicts. This subject is dealt with in the section of this report dealing with 'Disputes and Industrial Actions'. However, we would take this opportunity of thanking affiliated unions for the readiness with which they have always been ready to give support in cases where the situation called for sympathy action from affiliates in another country.

Since 1959 it has become customary every year for one affiliated railwaymen's organization to invite the senior officers of the other European railwaymen's organizations to meet for the purpose of an informal exchange of views. The custom originated with an invitation from the Norwegian Railwaymen's Union in May 1959. In the period under review two such meetings took place, in May 1960 at the invitation of the British National Union of Railwaymen, and in June 1961 at the invitation of the German Railwaymen's Union (GdED). These informal meetings not only allowed participants to gain a better view of the conditions in which the host union pursued its activities. The friendly exchange of experiences and views on matters of common concern also served to strengthen the bonds of international solidarity.

In the period under review, the Section Secretary had a number of opportunities of acquainting himself at first hand with the activities and problems of affiliated unions by attending their Congresses. These experiences are particularly valuable not only because they broaden and deepen one's understanding of the variety of situations with which the different affiliated organizations are confronted: they also enable the international trade union official to come into contact with the broad ranks of the trade union movement and to appreciate at its source the force which animates our activities. On two occasions the Section Secretary had an opportunity of putting the international point of view at trade union seminars. These were organized by the Swiss Railwaymen's Federation in conjunction with the European Productivity Agency. The subjects on which the Section Secretary spoke were: 'Transport, the trade unions and the move towards European integration' and 'The social consequences of modernization and rationalization in railways'. We should like to express our thanks to the unions concerned for making these contacts possible.

In May 1961 we were able to see at first hand international links being forged between the young railwaymen of four countries—Germany, Austria, Luxemburg and Switzerland—at an international camp organized by the German Railwaymen's Union (GdED) at Eze sur Mer on the French Riviera. Like the Austrian Railwaymen's Union the German Railwaymen's Union is devoting considerable attention to the training of young trade unionists and has for this purpose set up special schools and holiday camps. Similar attempts to promote the trade union interests of the younger generation are being made in a number of other countries, particularly in Scandinavia, and

it is natural and desirable that these activities at national level should also lead to an interest in international gatherings. The young trade unionists at this international gathering were accommodated in the holiday camp run by the German Railwaymen's Union at Eze. A lecture by the Section Secretary on the activities and problems of the ITF and its railwaymen's section gave rise to an animated discussion showing that the younger generation for its part is aware of and appreciates the importance of the ITF and the international trade union movement in general.

In conclusion, it should be noted that the ITF Executive Committee decided at its meeting following the Berne Congress at the end of July 1960 to appoint the Section Secretary as Assistant General Secretary. This honour he shares with Brother L. White. The appointment has not involved any change in the work of the Section.

ROAD TRANSPORT WORKERS' SECTION

SECTION COMMITTEE

The composition of the Committee elected at the ITF Berne Congress has undergone a number of changes in the period covered by this report: H. Steldinger (Germany), died and was replaced by G. Kugoth; S. Koutio (Finland) died and was replaced by O. Aarnio, the former substitute member for Finland; the substitute member for Sweden, G. Carlsson, died and the titular member, S. Klinga, resigned because of ill-health; he was replaced by S. Lundgren; F. Eastwood left the British Transport and General Workers' Union and his place as substitute member for Great Britain was filled by A. G. Beck. We take this opportunity of placing on record our appreciation of the contribution to our work of these former members.

At the end of 1961 the Section Committee was thus composed as follows:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Austria	L. Brosch	A. Peham
Belgium	G. Hendrickx	J. Geldof
Denmark	E. Borg	N. Jensen
Finland	O. Aarnio	—
France	P. Felce	P. Boucard
Germany	G. Kugoth	A. Christ
Great Britain	F. Cousins	A. G. Beck
Italy	E. Leolini	R. C. Caimmi
Netherlands	H. W. Koppens	J. de Later
Norway	H. Bakke	E. Assen
Sweden	S. Lundgren	—

At the Berne Congress, H. W. Koppens was unanimously re-elected Section Chairman. The Committee has met twice in the period covered by this report.

MEETINGS

Berne, July 1960

The Section Conference held on 21 July 1960 in conjunction with the ITF Congress in Berne was attended by 62 delegates from 14 countries.

The Section Secretary's Report on the *ITF Agreement on the Provision of Legal Assistance to Drivers Abroad* gave rise to a thorough discussion on progress in implementing the Agreement. The

Secretariat was requested to urge those affiliates who were not already parties to the Agreement to join without delay. The Conference expressed its approval of the evident agreement between the ITF and the PSI that *the problems of employees of urban transport undertakings could best be approached by cooperation between the two ITSs.*

The Conference also noted the efforts undertaken at the ILO to secure a *uniform control book for international passenger and goods transport by road.* Various speakers expressed the point of view that such control books would not be effective without a simultaneous use of tachographs.

The Section Conference also noted the well-documented memorandum submitted by the ITF Secretariat to the ILO urging the creation of an effective international instrument to protect professional drivers from *civil proceedings arising out of accidents.*

Finally, following a thorough discussion on the *European Agreement regulating international road transport* which has been the subject of discussion within the Inland Transport Committee of the Economic Commission for Europe for a number of years, it was decided that, should negotiations on the agreement itself break down, all possible efforts should be made to promote the conclusion of a special agreement dealing with the working conditions of crews of vehicles engaged in international road transport. (This subject is also dealt with in the section of this report on activities devoted to "The Inland Transport Division of the Economic Commission for Europe".)

The Conference then considered a draft resolution on the *one-man operation of vehicles in urban transport undertakings* that had been submitted by the Japanese unions. After a revision of the text the resolution was unanimously adopted. (The final text is contained in the report of the proceedings of the ITF Congress, Berne, 1960.)

Meeting of the Section Committee—London, April 1961

This meeting took place on 25 and 26 April and was devoted to the Seventh Session of the ILO Inland Transport Committee which was due to commence on 8th May 1961. Decisions in this connexion were made easier by the fact that the ITF Railwaymen's Section Committee had already thoroughly discussed procedure at the ILO meeting during their meeting in January 1961 at which the Chairman of the Road Transport Workers' Section had been present. The proposals put forward in this connexion by the Secretariat were all approved. (The proceedings of the Seventh Session of the ILO Inland Transport Committee are dealt with in the Section of this report concerned with the International Labour Organization.) The meeting then went on to consider the Agenda for the Section Conference to be held in Vienna in October 1961 and give the Secretariat appropriate instructions.

Finally, the Section Committee noted progress to date within the Inland Transport Committee of the Economic Commission for Europe with regard to the *European Agreement concerning the work of crews of vehicles engaged in international road transport.* The proposed sections of the Agreement dealing with working hours and rest periods were the object of sharp criticism. Counter-proposals were drafted and subsequently communicated to the ECE Secretariat. In addition, the

Committee decided that the ITF representative in Geneva should urge that the Agreement should make compulsory the use of tachographs in international transport.

Section Conference—Vienna, October 1961

The Section Conference took place from 17-20 October 1961 in Vienna. Delegations came from twelve countries. Israel was represented for the first time. Among the guests of honour were Karl Weigl, founder and President for many years of the host union, and Richard Freund, President of the Austrian Railwaymen's Union and Chairman of the ITF Railwaymen's Section.

The agenda of the Conference included: the report of the Section Secretary, dealing with *ITF contacts with official international organizations, problems of urban transport workers, and the ITF Agreement on legal assistance to drivers abroad*; a report on the *ILO Inland Transport Committee Session of 8-19 May 1961* introduced by E. Hofer (Switzerland); a report on the *traffic link between Great Britain and the Continent* introduced by F. Cousins (Great Britain) and F. Boucard (France); a report on the *transport of radio-active materials* introduced by G. Hendrickx (Belgium); a report on *Pipelines* introduced by G. Kugoth (Germany); a report on the *European agreement establishing certain conditions for member of crews of vehicles engaged in international road transport (Economic Commission for Europe)*; and a report on the *professional recognition of transport drivers* introduced by H. Imhof, Section Secretary.

Brothers L. Brosch and A. Peham (Austria) were elected Conference Chairman and Vice-Chairman. The Resolutions Committee was composed of Brothers Kugoth (Germany) Hendrickx (Belgium), Hofer (Switzerland), Peham (Austria) and the Section Secretary.

The transport of radio-active materials is a question that concerns workers in road transport as it does railwaymen, seafarers, inland navigation workers, dockers and civil aviation workers. The Conference felt that the trade union organizations should be invited to participate in the discussion and drafting of national and international regulations relating to the handling and transport of such materials. Certain speakers went so far as to maintain that workers should refuse categorically to handle such transports unless all risks had been eliminated beforehand by the use of appropriate packing methods. An additional stipulation in the resolution adopted, which is in other respects the same as that adopted by the Railwaymen's Section, emphasizes that there should be regular medical inspection of the personnel in question. (See also the Section of this Report dealing with the International Atomic Energy Agency.)

The question of *pipelines* has been growing in importance in many European countries in the past few years. The great increase in the consumption of fuel and structural changes in the energy sector have caused the large petroleum concerns to re-site their refineries nearer to large industrial and population centres. As a result of the diminishing importance of coastal refineries, a large volume of transport has been lost to the traditional transport media, primarily the railways and inland navigation but also road transport. The repercussions of these losses manifest themselves in different ways for the different transport

media and are to some extent mitigated by an overall increase in the consumption of such products. The benefits of this latter development have been felt particularly by road transport which will, however, begin to be adversely affected once the construction of pipelines for refined petroleum products and fuel oils gets under way. In certain countries this trend is already evident.

In view of the adverse social consequences that such losses of transport could entail for the traditional carriers, it is only understandable that the transport workers' organizations should insist on the new means of transport being regulated within the framework of a coordinated transport policy. All the more so since the speed with which the construction of pipelines has developed in Western Europe was totally unforeseen and no provision for pipelines had been made in the legislations of the various countries, although certain countries are now making up for this.

After the adoption of a resolution on pipelines by the Railwaymen's Section in September 1959 at Salzburg, the question was brought before the joint conference of the three inland transport sections held in conjunction with the ITF Congress in Berne in July, 1960. Consequently the secretariat was instructed to formulate the principles of a common ITF policy on pipelines based on the points of view of each of the three sections and the results of further examination of the entire problem. These principles would then, it was understood, serve affiliated organizations as a guide in their future policy in this respect. The report on the question which was subsequently placed before the Road Transport Workers' Section Committee at its meeting in April 1961 contained draft principles of ITF policy on pipelines which were adopted with certain amendments. These were then unanimously endorsed by the Railwaymen's Conference in the following September in order to arrive at a uniform policy for the two sections. The principles were then unanimously adopted by the Road Transport Workers' Conference in Vienna and it is to be assumed that the Inland Waterways Section will follow suit.

The *Results of the Seventh Session of the ILO Inland Transport Committee* are dealt with in the section of this report dealing with the International Labour Organization. The resolution adopted on this subject by the Section Conference is notable chiefly because it emphasizes that the social consequences of modernization manifest themselves differently in the different sectors of the transport industry. As far as road transport is concerned the rapid development of recent years has restricted the impact of modernization to certain sectors whilst in the case of railways the problem has assumed extremely serious proportions in most countries. Consequently, whilst the Section Conference completely endorsed the resolution adopted on this question by the Railwaymen's Section, it instructed the Section Committee to investigate further the social consequences of changing methods and techniques in road transport and to work out proposals suggesting how the interests of the workers concerned might be most effectively safeguarded.

The resolution on the *construction of a permanent traffic link between Great Britain and Europe* is dealt with more fully in the report of the Railwaymen's Section. Here it may be added that the

Conference unanimously recommended the construction of a railway tunnel as most closely corresponding to present possibilities although it was expected that full and appropriate consideration would be given to the requirements of road transport with a view to promoting transport coordination between road and rail. Thus the ITF Road Transport Workers' Section would seem to be the first organization having a direct interest in road transport to have demonstrated its readiness in connexion with this major project to put considerations relating to a reasonable coordination of transport before purely sectional interests.

The texts of the resolutions discussed above are as follows:—

On the Transport of Radioactive Materials

This International Road Transport Workers' Conference of the ITF, meeting in Vienna 17 to 20 October 1961

CONSIDERING that the expected development of the medical, industrial and scientific uses of radioactive materials will give rise as from now to problems of transporting such materials;

JUDGING that in addition to the hazards inherent in the substances themselves, hazards arising from irradiation, contamination, criticality, there are risks for the untrained personnel engaged during loading, unloading or in the event of breakages during transit,

CONSIDERING that transport workers are most immediately concerned with the measures necessary to afford them protection,

DEMANDS that trade union organizations should be invited to participate at all national and international levels to study, discuss and prepare any draft regulations relating to the transport or handling of radioactive materials;

INSTRUCTS the Secretariat of the ITF to follow the development of this problem while keeping close contact with affiliated organizations and the competent international organizations and to pay particular attention to:

- special training for the handling of such transports;
- formal guarantees in respect of packing and safety measures;
- regular medical inspection of the personnel in question;
- the safe transport of such consignments, coupled with the provision of special compensation and social guarantees where this ultimate aim has not yet been achieved;
- the provision and maintenance of special protective equipment.

On the Construction and Operation of Pipelines

This International Road Transport Workers' Conference of the ITF, meeting in Vienna from 17 to 20 October 1961

HAVING CONSIDERED a detailed report on the construction and operation of pipelines, their economic significance and their effect on the traffic of traditional forms of transport: rail, road and inland waterways;

DEMANDS, in view of the importance of this question and its possible repercussions and developments as well as from considerations of public safety which could, in particular, be endangered by damage to pipelines and also with a view to ensuring a proper coordination of transport, that the construction and operation of pipelines should be undertaken by the appropriate public authorities in accordance with the following principles:

1. Before permission is granted for the construction of a pipeline, it must be clearly demonstrated that such construction is in the general economic interest and there must be a guarantee that the social consequences for staff employed by those companies formerly handling the oil traffic will be countered by adaptive measures taken in good time.

2. All pipelines of importance should be under public supervision. They should be included in a plan aimed at the coordination of the means of transport and should be subject to the basic concept that there should be equality of obligations and duties for all carriers.
3. Representatives of the other forms of inland transport should be given the right of consultation, through the establishment of appropriate machinery, when pipeline concessions are granted, whilst State transport undertakings should be granted the opportunity of participating in the operation of pipeline companies. In order to avoid the use of agricultural land and to reduce construction costs, investigations should be carried out in every case in order to ascertain whether pipelines could not be laid in part along existing railway lines or other public transport routes.

On the Results of the Seventh Session of the ILO Inland Transport Committee

This International Road Transport Workers' Conference of the ITF, meeting in Vienna from 17 to 20 October 1961

TAKES NOTE of the report of the proceedings and disappointing results of the Seventh Session of the ILO Inland Transport Committee held in May 1961;

TAKES NOTE of the resolution adopted by the International Conference of ITF Railwaymen held in September 1961 concerning the results of this Session of the Inland Transport Committee, which resolution it completely endorses;

CONSIDERS that the social consequences of changing methods and techniques in transport give rise to serious problems, which manifest themselves in different ways in the different sectors of the transport industry, and

INSTRUCTS the Section Committee to investigate the social consequences of changing methods and techniques in road transport and to report back to an early Section Conference on the results of its investigations and also to put forward proposals suggesting how the interests of the workers concerned may be most effectively safeguarded.

The Construction of a Permanent Traffic Link Between Great Britain and the European Continent

This International Road Transport Workers' Conference of the ITF, meeting in Vienna 17 to 20 October 1961

CONSIDERS that in view of the development of passenger and goods transport the construction of a permanent traffic link between Great Britain and the European Continent has become an urgent necessity;

NOTES the various projects at present under consideration concerning the construction of such a traffic link and

HAVING CONSIDERED all important factors, such as building costs, efficiency, safety of operation and the maintenance of services regardless of weather conditions;

IS OF THE OPINION that the construction of a railway tunnel would most likely correspond to present possibilities and would be most likely to meet the urgent necessity of extending traffic connections between Great Britain and the Continent;

EXPECTS, however, that full and appropriate consideration will also be given to the requirements of road transport with a view to promoting transport coordination between road and rail.

FURTHER DECISIONS

In addition to these resolutions, the Conference formulated, after thorough discussion, the following decisions for the attention of the Secretariat and the Section Committee:

The draft *European Agreement concerning working conditions of crews of vehicles engaged in international road transport* was considered by the Conference to be unsatisfactory in a number of respects. (This question is dealt with more fully in the section of this report dealing with the Inland Transport Committee of the Economic Commission for Europe). Considering that demands put forward at this juncture might have the effect of delaying signature of the Agreement, it was decided not to proceed with a resolution laying down such demands. However, the Section Secretary was instructed to make a statement to the competent Sub-Committee of the ECE making it clear that the trade unions could accept no responsibility for the text of the Agreement since they had not been adequately represented in the Government delegations at the ECE. In addition, the Section Secretary was to point out that individual provisions of the Agreement which were less advantageous than corresponding existing national regulations should not be used as a pretext for introducing less favourable provisions in national legislation. The Section Secretary accordingly made such a statement at the Session of the ECE Sub-Committee in December 1961.

The construction and strength of drivers' cabs of lorries, and appropriate measures for the protection and comfort of drivers of lorries, buses and tractors were included in the working programme at the request of the Swedish delegation. The Conference was given an account of a disturbing number of accidents which could have been avoided if greater attention had been given to these aspects in the construction of vehicles. The Israeli delegate also pointed out that very often too little consideration was paid by manufacturers of vehicles intended for export to the great variation in climatic and other features between different countries and this often led to a considerable degree of discomfort for drivers working in such vehicles. The Section Secretary was instructed to raise this matter with the ECE Inland Transport Committee Working Party on the Construction of Vehicles. (See also the section of this report dealing with the Economic Commission for Europe Inland Transport Committee).

The agenda item, *the professional recognition of drivers*, gave rise to an extremely animated discussion. This is understandable in view of the fact that the professional driver who has responsibility for the safe transport of passengers and goods in the extremely difficult traffic conditions of the present day is not generally accorded the status which the exercise of his profession would seem to justify. As a result, the occupation often attracts workers who are completely unsuitable. Training facilities for professional drivers, when they exist, are often limited to meeting special requirements such as those occurring in passenger transport undertakings, taxi services and the transport of liquid fuels. The period of training is very short. This has not only a negative influence on earnings which are often much lower than those of workers in occupations to which no particular responsibility attaches but also manifests itself in the public's general attitude towards professional drivers. On the other hand there is a danger that the

employers would be disposed to regard the provision of training facilities for drivers primarily as a means of recruiting labour cheaply. The Secretariat and the Section Chairman were instructed to seek a way of improving the status of professional drivers which would at the same time eliminate any risk of exploitation by the employer. The question, therefore, remains on the section working programme.

JOINT ITF/PSI CONFERENCE ON URBAN TRANSPORT PROBLEMS— FRANKFURT, OCTOBER—NOVEMBER 1961

The Conference of the Road Transport Workers' Section which took place in Stockholm in July 1959 devoted considerable attention to the question of urban traffic problems and their consequences for the employees of urban transport undertakings. Since these employees are organized by unions some of which are affiliates of the ITF and others of the Public Services International (PSI), the ITF Executive Committee was requested to seek ways and means of assuring an appropriate coordination of the work of the two ITSSs on this question as long as this organizational division remained. In July 1960 the Presidents and General Secretaries of the two Secretariats, F. Cousins and O. Becu of the ITF and A. Kummernuss and P. Tofahrn of the PSI, met for this purpose. It was agreed to appoint a joint committee of the two internationals charged with the task of a preliminary investigation of the issues involved and the calling of joint conferences. At a meeting of the ITF Executive Committee in Berne 1960 it was decided to nominate H. J. Kanne (Netherlands) H. Düby (Switzerland) from the Executive Committee as well as the General Secretary, P. de Vries, and the Road Transport Section Secretary as ITF members of the Joint Committee. It was agreed that J. Geldof (Belgium), who had previously acted as rapporteur on urban transport questions, might also be asked to serve on the Committee.

The first meeting of the Joint Committee took place on 31 January 1961. It was decided to call a joint conference of the two internationals towards the end of 1961, and an agenda for the Conference was adopted on the basis of a report prepared jointly by the two secretariats. Unfortunately, it was not possible to fix a place for the Conference until late in the year and this led to some delay in the preparations for the Conference. The Conference met from 31 October to 2 November in Frankfurt-am-Main. It was attended by approximately 100 delegates from 12 European countries and the United States. The German Transport and Public Service Workers' Union (OeTV) acted as hosts. A. Kummernuss, President of the OeTV and of the PSI was prevented by sickness from presiding at the Conference. His place was taken by G. Hallström (PSI, Sweden) as Chairman and E. Haudenschild (ITF, Switzerland) as Vice-Chairman. L. Brosch (ITF, Austria) served as chairman of the resolutions committee. The agenda of the Conference was as follows:

1. Urban traffic problems from a trade union point of view. Rapporteur—W. Birnbaum (PSI, Germany).
2. Conditions of employment of workers in urban public transport undertakings. Rapporteur—J. Geldof (ITF, Belgium).
3. Joint Action Programme ITF/PSI.

In accordance with the decision of the Joint Committee, the Report on Agenda Item 1 dealt with all important aspects of the

urban traffic crisis. The ITF had already dealt with this problem at a Conference in 1959 and it was therefore left to the PSI to formulate an attitude.

The Report on Agenda Item 2 was prepared by the ITF Secretariat in full consultation with the rapporteur. This latter report was based on the first Joint ITF/PSI Conference of 1948 and consisted of a general review of the problems confronting the personnel concerned as well as a survey of working conditions in the different countries. The Conference adopted two resolutions, of which that dealing with conditions of employment was adopted with several votes against and a number of abstentions. The future joint action programme envisages further work on the problem by the Joint Committee, approaches to the International Labour Organization and other international organizations to draw attention to the hitherto neglected problems arising out of the urban traffic crisis and the serious repercussions these have on personnel employed by urban transport undertakings as well as on other important transport services. In addition, approaches are to be made to the International Union of Public Transport and to the International Union of Local Authorities. As far as the ILO is concerned, the ITF was able to point out to the Conference that the ITF had been making efforts for the past 10 years to have these problems placed on the agenda of a session of the Inland Transport Committee. The last time was in May 1961. (See the proposals for the Agenda of the next Session of the ILO Inland Transport Committee in the section of this report devoted to the International Labour Organization.)

The resolutions adopted by the Conference, particularly that dealing with urban traffic problems, were favourably reported upon in the press of a number of countries. However, it would be a mistake to count too much on a speedy solution of these difficult problems. More will be needed than an occasional resolution to open the eyes of populations who seem to be obsessed with the ownership of motor cars. The Joint Committee will attempt, on the basis of the joint action programme submitted to it, to get things going and to keep them going. Whether the Committee has the requisite material and organizational resources to carry out this task only time will show. The texts of the two resolutions adopted follow:—

Resolution on Urban Transport Problems

WHEREAS a sound development of the social and cultural health of urban communities can only be assured by continuing to accord priority to the public as against the private interest and by regulating traffic in such a way as to enable everyone to reach his destination quickly, punctually, safely and with the least possible hindrance;

WHEREAS transport undertakings which serve the public interest must provide the public with all requisite transportation services and must, in particular, meet the requirements posed by the transportation of working population to and from their place of work; and

WHEREAS:

- (a) the steady increase in the number of motor vehicles beyond the capacity of the roads has already led to intolerable conditions of obstruction and slow-down of services provided by passenger transport undertakings as well as to an increase in their operating costs;

- (b) in the future, the urban road system will be even less able than it is today to cope with the increasing number of vehicles; and,
- (c) in particular, parking facilities in the centre of towns are already inadequate and can never be extended sufficiently to meet all requirements;
- (d) these conditions seriously impair the smooth functioning of mass transportation, of other important public services, of goods transport and of the taxi services, and in particular, adversely affect road safety;
- (e) considerable hardships are inflicted on the users of means of mass transportation inasmuch as they are required to endure delays, annoyance and inconvenience;
- (f) the employees of transport undertakings are unduly burdened in the performance of their duties and, furthermore, their conditions of work and livelihood are seriously threatened.

This Joint Conference of the Public Services International (PSI) and the International Transport Workers' Federation (ITF) meeting in Frankfurt/Main from 31 October to 2 November 1961,

IS OF THE OPINION THAT, as a result of close cooperation between the transport and town planning authorities, urban traffic conditions must be regulated in such a way as to limit individual transport in urban centres and its claim to be provided with parking facilities on roads to the extent that the means of mass transportation and all other essential transport services may function without hindrance, quickly and economically; and

DEMANDS

1. construction works above all to enlarge the surface of streets, to increase traffic safety and to provide car parks outside urban centres, in so far as this is economically feasible and advisable in the transport and town-planning authorities regard it as essential within the framework of their coordinated efforts;
2. transport regulatory measures calculated to provide those living and working in the towns with efficient transport services which are quick, safe and reliable, and which afford the travelling public as much comfort as possible at favourable fares, as well as to facilitate the unimpeded passage of other vehicles which are essential for the public interest;
3. legislative measures for the relief of the urban transport undertakings, in all cases where (a) financial obligations are imposed upon them in the form of road tolls and special taxes which are not imposed on other means of transport; (b) obligations are placed on the transport undertakings by the authorities on general economic and social grounds which affect the financial situation of transport undertakings and which must therefore be compensated out of public funds.

THIS CONFERENCE CALLS UPON AFFILIATED UNIONS

- (a) to resist energetically any attempt to depress wages and conditions of employment on the pretext that the disorder in urban transport undertakings has adverse effects on the finances of the undertakings;
- (b) to take up the struggle to achieve these objectives by means of appropriate action and in cooperation with all the parties interested in a speedy termination of the present chaotic traffic conditions along the lines set out in the foregoing demands; and

REQUESTS THE EXECUTIVE COMMITTEES OF THE TWO INTERNATIONAL TRADE SECRETARIATS, THE ITF AND THE PSI

to consider steps in a joint committee and—if necessary by calling upon the services of experts in this field—to work out basic principles which may serve as a guide to affiliated organizations when implementing this resolution.

Resolution on Conditions of Employment in Urban Transport Undertakings

The joint conference of the unions of urban transport employees meeting under the auspices of the ITF and PSI in Frankfurt/Main from 31 October to 2 November 1961.

HAVING NOTED AND DISCUSSED a report on the conditions of employment in urban transport undertakings and

NOTING THAT since the Joint Conference in 1948 and the adoption by that Conference of a programme of demands, improvements in this branch of industry with regard to hours of work, wages and social security have not in many countries kept pace with those in other sectors of industry both private and public;

FURTHER NOTING THAT this fact and irregular working outside normal working hours, at week-ends and on public holidays as well as the great responsibility which is placed on the operating staff of urban transport undertakings in present-day urban traffic often leads to serious difficulties in the recruitment of suitable personnel;

DEMANDS that in the interests of maintaining urban transport services which are necessary to the community the conditions of employment in urban transport should be governed by the following principles:

1. Employees are entitled to earnings and conditions of social security which are at least equal to those obtaining in transport undertakings in progressive cities and in large commercial and industrial undertakings. Operating staff and all other employees required to work outside normal hours, i.e. during the evening and at night, on public holidays and at weekends, should be additionally compensated in the form of time-off and supplementary payments.
2. Cooperation between management and employees and between the undertaking and the trade union must be ensured by appropriate machinery for consultation and negotiation. The trade union should be able to participate in an effective manner at all levels of operational and social planning at least where the interests of the workers are affected as well as in transport planning.
3. The introduction of new methods and techniques must be kept within reasonable limits. The health and social welfare of employees should not be allowed to suffer as a result of such measures. Where, in spite of the observance of these principles, it is possible to reduce the labour force employed, the reduction should take place through normal wastage, limitation of recruitment or retirement on conditions which are acceptable to the employees concerned. In no case should rationalisation measures or reduction of services lead to unemployment or loss of earnings.
4. The employees are entitled to a fair share of the benefits from rationalisation and increased productivity. This share should take the form of a reduction in working hours, supplementary payments or other appropriate improvements in conditions of employment. In particular, insurance benefits payable in case of old age, premature incapacity, sickness and accident should be brought up to a high standard.
5. Appropriate mediation and arbitration machinery should be instituted in order to prevent or settle industrial disputes.

THE CONFERENCE INSTRUCTS THE JOINT COMMITTEE to devote particular attention to developments in working conditions in the various countries and to report back at the next Conference.

MISCELLANEOUS

In the period under review no great progress was achieved in connexion with the question of the *civil liability of professional drivers*. In accordance with the instructions laid down by the Stockholm Section Conference in 1959 we requested affiliated unions to give us their views on the prevailing situation in their respective countries and, if possible, to let us have specific examples. On the basis of replies received, we submitted on 9 June 1960 to the Director-General of the ILO a comprehensive memorandum setting out the views of affiliates in nine countries and urging the ILO to deal with this question with a view to the speedy adoption of a recommendation or convention. The International Labour Office in its general report to the Seventh Session of the ILO Inland Transport Committee dealt with this problem (Chapter IX) and mentioned our memorandum. In the Sub-Committee dealing with action taken on previous conclusions and resolutions of the Inland Transport Committee there was a serious expression of difference between the Workers' Group and the Employers on the question whether the problem should be kept under review by the ILO or whether it should be regarded as already concluded. The decision went in favour of our proposal so that the question will continue to appear in the list of matters to be kept under review. (Doc. IC/IT/1—EG/D.2, p. 28.) It is however clear that future efforts will only lead to success if coordinated action on our side can induce the individual governments to adopt a positive attitude to our demands. As long as we are unable to get a sufficient number of governments on our side the ILO will continue to shelve the problem of civil liability of drivers.

The *ITF Agreement on the provision of legal assistance to drivers abroad* has received considerable support through the membership (according to article 3b) of our French affiliate, Fédération des transports. The necessary documentation on addresses in France was sent to all organizations which are already parties to the Agreement in September 1961. Various indications have been received that the practical implementation of the Agreement is proceeding generally in a satisfactory manner and that the ITF international identity card is very popular among professional drivers.

The list of organizations which have affiliated with the ITF during the period under review shows that the Road Transport Section has shared in the gratifying growth of the ITF's affiliated membership. We welcome these new friends in our midst and look forward to close and fruitful cooperation with them. At the same time we would like to convey our thanks to all affiliated unions who have shown themselves willing to assist us with their cooperation during the past two years.

In conclusion it should be noted that the ITF Executive Committee at a meeting held in conjunction with the Berne Congress in 1960 appointed the Section Secretary as Assistant General Secretary. This honour he shares with Bro. L. White, Secretary of the Civil Aviation Section. The duties falling upon Brother H. Imhof within the framework of the activities of this section have undergone no change as a result of this appointment.

CIVIL AVIATION SECTION

At the section meeting during the Berne Congress, Brother F. Verpoorten (Belgium) was elected Section Chairman and Brother Gambart de Lignières (France) Vice-Chairman.

I.L.O. AD HOC MEETING

One of the items on the agenda of the ITF Civil Aviation Section Conference held in conjunction with the Berne Congress, concerned the matters which would be discussed at the tripartite ILO *ad hoc* Civil Aviation Conference to be held in Geneva in September 1960.

In order to prepare the way for the ILO Conference by adopting agreed policy on the various matters to be discussed, a sub-committee was appointed at the above mentioned section conference. The sub-committee comprised Brothers F. Verpoorten (Belgium), J. Gambart de Lignières (France), J. Steldinger plus one delegate (Germany), W. F. de Vries or W. J. Keehnen (Netherlands), S. Lundgren and H. Lindholm (Scandinavia), R. A. Brown and J. Horst (United States) and J. G. K. Gregory (United Kingdom).

The Sub-Committee Meeting was held from 6 to 8 September 1960 at Maritime House in London. All the questions prepared by the International Labour Office for discussion at the ILO *ad hoc* Meeting were fully discussed. As a result of this the ITF Secretariat drafted a document containing the agreed conclusions on the various matters, including a revised statement on flight time limitations. This was circulated to affiliated organizations in sufficient time for their representatives attending the ILO Meeting to have the document before them.

Before the ILO *ad hoc* Meeting commenced, a meeting of representatives from ITF affiliates was held to coordinate policy, elect officers and so prepare for full participation in the ILO Conference, which had largely been brought about through continued ITF pressure.

The International Federation of Airline Pilots' Associations was also participating in the ILO Meeting. It was decided at the ITF representatives' meeting that efforts should be made to reach agreement between the ITF and the IFALPA on the conference questions and also to agree on the degree of participation in official positions in the Workers' Group. Agreement with IFALPA was eventually reached. Brother D. S. Tennant, ITF, was jointly elected chairman of the Workers' Group, Brother S. Sayen, IFALPA, was jointly elected official spokesman for the Workers' Group, Captain Jackson (IFALPA) and Lawrence White (ITF) were jointly elected as secretaries to the Workers' Group. The two latter were given the task of coordinating documents on flight time limitation, which had been drafted by both the ITF and the IFALPA.

It is pleasing to place on record the complete solidarity in the Workers' Group during the whole of the ILO *ad hoc* Meeting, arising out of the above arrangements. There was complete harmony at all Workers' Group meetings where policy matters eventually received unanimous agreement. Such close and continued cooperation during this first ILO tripartite Civil Aviation Meeting helped considerably towards the achievements which resulted.

In this connection it might be profitable to recall that the bipartite Civil Aviation Meeting organized under the auspices of the ILO in 1956 proved to be abortive, principally on account of the employers' refusal to participate in discussions. The atmosphere at the tripartite meeting in 1960 was completely different in so far as there was a much friendlier atmosphere throughout. The Employers' Group, however, continued to oppose most propositions put forward by the Workers' Group, but in spite of this, as the meeting was tripartite, the government members often saw merit in the Workers' proposals and supported them, although in most cases with modifications.

By the end of the ILO *ad hoc* Meeting there were adopted 9 resolutions each of which dealt with an important aspect of civil aviation employment. The resolutions concerned 1) Flight Time Limitation; 2) Future Action by the ILO in the Field of Civil Aviation; 3) Occupational Health Risks in Civil Aviation; 4) Joint Consultation between Workers and Employers in the Civil Aviation Industry; 5) Personnel posted Abroad and Repatriation in Civil Aviation; 6) Employment in Air Navigation Services; 7) Financial Security of Civil Aviation Personnel (this included a paragraph asking the ILO to undertake a study of practices in various countries concerning the employment of air hostesses); 8) Crew Health and Comfort on Board Aircraft and 9) Effects of Technological Change in the Civil Aviation Industry.

Resolutions Nos. 3, 4, 5 and 8 were adopted without opposition. Resolutions Nos. 2, 6, 7 and 9 were adopted by majority votes with the Employers voting almost solidly against each one.

Resolution No. 1 dealt with Flight Time Limitation. The Workers' Group had submitted a detailed document on this subject to which the employers made vigorous opposition. After much spirited discussion during which the United Kingdom Government member put forward a set of 5 principles which should be taken into consideration, the question was remitted for the consideration of a sub-committee, keeping the 5 principles in mind. The result of the work of this committee was that a revised Resolution No. 1 was later submitted to a plenary session and with minor amendments adopted. Although no detailed figures regarding maximum flying hours or minimum rest periods were included in the Resolution, the adoption of the Resolution itself recognized and put forward the principle that there should be limitations on flight time and that minimum rest periods should be established. This represented a substantial degree of progress as far as this subject is concerned.

Another resolution which merits special mention is No. 2, recommending to the ILO that it continue to give attention to all Civil Aviation problems by such means as the Governing Body considers appropriate. This ensures that civil aviation social problems will be dealt with on a continuing basis by the International Labour Organization. This was one of the resolutions which the Employers' Group unanimously voted against.

Taking all the circumstances into consideration, the results obtained from the ILO *ad hoc* Civil Aviation Meeting can be regarded as progressive, although they did not embody the detailed aspirations of the Workers' Group.

FLYING STAFF CONFERENCE

The Civil Aviation Section Conference in Berne, at the time of the ITF Congress, discussed the difficulties affecting the specialist flight engineers of the Scandinavian Airline System. It was decided to do everything possible to assist them to improve their situation.

During the remainder of 1960 the flight engineers' position in the S.A.S. Company worsened to such an extent that it was thought necessary to have a flying staff conference to examine this question further. It was decided that the conference would be held in Stockholm on 1 and 2 February 1961.

The Section Chairman, Brother F. Verpoorten, could not be present at the meeting in Stockholm. The Section Vice-Chairman, Brother Gambart de Lignières, took the chair at this meeting.

During this Conference ITF policy on crew complement was again reviewed, and reaffirmed, on the basic principles of the Crew Complement Resolution, adopted at the ITF Vienna Congress. Statements were also made by ITF representatives at a Press Conference following the Flying Staff Meeting in which the ITF reasons for requiring specialist flight categories on board modern jet aircraft were explained. Statements were also made at the Press Conference deploring the S.A.S. developments concerning flight engineers and hopes were expressed that S.A.S. would deal with the matter on a more satisfactory basis. The Swedish Transport Union to which the S.A.S. flight engineers belong, was to follow up this matter with S.A.S. and also to deal with the subject when the present collective agreement was to be renewed.

During the period of the meeting ITF representatives had discussions with prominent Swedish trade union officers and made them conversant with the problem.

At the time this report is drafted, the flight engineer position in S.A.S. is still very unsatisfactory and efforts are continuing to put the situation right.

Another item discussed at the Flying Staff Conference was the Personnel Licensing and Aviation Medicine Meeting of the International Civil Aviation Organization which was to be held in Montreal in April-May 1961. The agenda for this meeting appeared to provide the opportunity of obtaining consideration of a revision of ICAO's recommendations on flight engineer training and also consideration of the introduction of a licence for cabin attendants.

As far as the flight engineers' question was concerned, a sub-committee was appointed to examine existing regulations and made recommendations in relation to them. The sub-committee comprised Gambart de Lignières, France; C. G. Hellberg, Sweden; J. C. L. M. Hendrickx and H. B. Harmsen, Netherlands; J. G. K. Gregory, United Kingdom; S. J. Sabalis, USA; and G. Kugoth, Germany.

The Flight Engineer Sub-Committee met at Maritime House on 23 March 1961. The result of the deliberations was the drafting of a document, setting forth the views of the flight engineers.



The main point put forward by the Sub-Committee was that a few additional paragraphs should be inserted in Annex 1 to the Convention on International Civil Aviation which would provide for minimum periods of basic engineering training.

The question concerning the licensing of cabin attendants was referred to a cabin attendants' meeting.

CABIN ATTENDANTS

On the 3 and 4 February 1961 immediately following the full Flying Staff Conference in Stockholm, a meeting was held of representatives of cabin attendants. This was a follow-on from a request made by cabin attendants' representatives who were present at the ILO Conference in Geneva in September 1960.

During the two days, cabin attendants' problems were fully discussed. All expressed the view that they needed to consolidate and widen cabin attendant representation in the ITF and those present undertook to discuss the matter with any cabin attendants and/or their representatives met during the course of their work.

In order to increase the degree of organization among cabin attendants and also to provide their representative organizations with some working programme, as well as to draft the document on licensing for ICAO, it was decided to establish a sub-committee for the purpose of drafting an appropriate programme. The sub-committee comprised Robert Smeal, Canada; Roberto Bellen, Colombia; W. A. Wegerif, Netherlands (Pursers); Miss W. J. M. Cottaar, Netherlands (Stewardesses); Mrs. Margot Freund-Martens, Germany; and Harold Lindholm, Sweden.

At its first meeting the Sub-Committee considered cabin attendants' licensing and a document was eventually drafted containing the basic requirements for a licence, as well as some arguments in favour of the introduction of such.

At further meetings of the Cabin Attendants' Sub-Committee the whole range of conditions of employment was examined and recommendations on each point were made. These were embodied in draft documents after each meeting and will be processed to meet the requirements laid down at the Stockholm meeting of cabin attendants' representatives.

INTERNATIONAL CIVIL AVIATION ORGANIZATION

The documents drafted by the flight engineers' and the cabin attendants' sub-committees were sent to ICAO in connection with its PEL/MED meeting held in April-May, 1961 which has been mentioned earlier in this report. The ITF was later notified that the terms of reference for this meeting did not provide the opportunity for having these subjects discussed. ICAO stated that the two subjects would be dealt with at the next meeting of their Air Navigation Commission and the ITF would be notified of the date in due course.

UNITED STATES FLIGHT ENGINEERS

The long awaited report of the Mediation Board on the subject of air crew representation was published early in 1961. It recommended that there should be but one representative organization for all cockpit crew. The Flight Engineers' International Association protested against this decision by a long strike of their members. The strike was terminated after the intervention of the Secretary of Labour and the setting up of a Presidential Commission to enquire into the situation. The Commission became known as the Feinsinger Commission after the name of the chairman.

In its report the Feinsinger Commission recommended part pilot training for flight engineers. The FEIA, while not agreeing with the conclusions of the Commission, accepted the suggestion to have discussions with the other interested parties. Little, if any, progress has been made regarding such discussions.

GROUND STAFF MEETING

A meeting of representatives of Civil Aviation Ground Personnel was held in London, 23-25 October 1961.

During this three day meeting discussions took place on matters closely affecting ground personnel and resolutions were adopted on these items. These resolutions dealt with the various matters in the following order:—

1. Recommending the affiliation to the ITF of all organizations representing civil aviation personnel.
2. Requesting the Civil Aviation Authorities to examine their present regulations on maintenance personnel licensing with a view to bringing them into line with modern technological developments.
3. Urging airlines to introduce adequate training and retraining schemes in connection with technological changes.
4. Urging methods that should be adopted for meeting any threat of unemployment arising from technological change and other causes.
5. Directing the Civil Aviation Section to work closely with other ITF sections on the matter of transporting radioactive material.
6. Urging the introduction of aircraft examination after each flight for possible radioactive fall-out contamination.
7. Urging the introduction of regular medical examinations for all civil aviation ground personnel and the meticulous administration of all health and safety regulations and a set of basic provisions for civil aviation personnel stationed abroad.

Copies of the resolutions dealing with matters coming within the competence of the ILO and the ICAO were sent to these bodies for consideration. Acknowledgments were received from the two organizations.

CONCLUSIONS

The introduction of jet aircraft has almost revolutionized civil aviation operations. Airlines have acquired such aircraft in large numbers. Travelling at almost twice the speed of piston aircraft and carrying in many cases double the number of passengers, the carrying capacity has greatly increased. So much is this the case that most of the world's airlines, faced with the fact that traffic did not increase to anything like the extent that they had anticipated, are experiencing grave financial problems. This situation is having its repercussions on those employed in the Civil Aviation Industry. It is hoped by strong organization, national and international, that the worst effects can be avoided.

FISHERMEN'S SECTION

SECTION COMMITTEE

The Section Committee members are:—

<i>Country</i>	<i>Member</i>
Belgium	R. Dekeyzer
Denmark	E. Borg
Finland	B. Johansson
Germany	H. Hildebrand
Holland	A. de Boon
Italy	M. Mangiapane
Japan	K. Takahashi
Norway	Einar Haugen (<i>Chairman</i>)
Pakistan	J. H. Sjerazi
United Kingdom	P. Henderson (<i>substitute: H. O'Neill</i>)

Most of the members were appointed at the Section Conference held during the 1960 Berne Congress. Others were nominated subsequently in response to a circular pointing out that there were still vacancies on the Committee. No meetings of the Committee have been held in the period under review.

TERRITORIAL WATERS AND FISHING ZONES

Previous reports to the Fishermen's Section have referred to international discussions on this problem under the auspices of the United Nations. These began as early as 1949 when the International Law Commission of the UN prepared a draft international maritime code for the UN General Assembly. The same draft was subsequently submitted to the first UN Law of the Sea Conference, which took place in Geneva from February to April 1958. As no agreement could be reached it was referred to the second Law of the Sea Conference which was held in Geneva in February–March 1960. This also failed to produce a solution.

During this period the question had been repeatedly discussed within the ITF Fishermen's and Seafarers' Sections. Thus at the Fishermen's Conference held during the 1952 ITF Congress in Stockholm a resolution was adopted urging observance of traditional limits pending international agreement on the subject. All subsequent conferences of the Fishermen's Section also dealt with the question: London 1954, Vienna 1956, Bergen 1957, Amsterdam 1958 and Berne 1960. It is again on the agenda of the Section Conference to be held in Esbjerg in March 1962.

Resolutions adopted within the ITF originally called for retention of the traditional (three mile) limit. In taking up this position, the

Section added, at the Bergen Conference of 1957, that account should be taken of countries whose national economies are particularly dependent upon their fishing industry. Statements expressing this point of view, condemning unilateral action and calling for international agreement on the subject, were jointly submitted by the ICFTU-ITF to both UN Conferences. The second conference, which took place in February–March 1960 discussed a compromise proposal envisaging a six-mile coastal limit plus an adjacent six-mile fishing zone, with provision for a ten-year transition period for countries with traditional fishing rights. This compromise was supported by the ICFTU and ITF in the interests of international agreement, but failed by one vote to reach the required two-thirds majority. When the ITF Fishermen's Section met in Berne in July 1960 it endorsed the six-plus-six proposal and in the absence of international agreement urged that governments should seek a solution by bilateral agreements.

There now appears to be a certain amount of support for the holding of a third UN Law of the Sea Conference to try to solve the problem. The question is on the agenda of the ITF Fishermen's Section Conference to be held in Esbjerg in March 1962.

SECTION CONFERENCES

A conference of the Section met in Berne on 26 July 1960 during the Biennial Congress of the ITF. Among the questions discussed were the Report on Activities 1958–1959, ILO action on various fishermen's questions, the failure of the UN Law of the Sea Conference on territorial waters and fishing limits, technical developments in the fishing industry and their significance for the social conditions of fishermen, the state of the fishing industry in certain less developed countries, and the present situation of the whaling industry.

A conference of the Section is to be held in Esbjerg, Denmark, from 22 to 24 March 1962. It will give preliminary consideration to four questions which are to be dealt with by an ILO Committee of Experts in the autumn of 1962, namely: accommodation, safety on board, accident insurance, vocational training and competency certificates. Other items on the agenda of the ITF Conference are the International Fishermen's Programme, Fishermen's Questions at the ILO, Registration and Decasualization, and Territorial Waters and Fishing Limits.

FISHERMEN'S QUESTIONS AT THE ILO

In Berne in July 1960 the Section adopted a resolution asking for speedy action on the resolution of the 1958–1959 International Labour Conferences concerning the setting up of a second ILO Committee to deal with a number of fishermen's questions. The ILO Governing Body is expected to take this step at its next meeting in February 1962 and to consider the following questions for inclusion in its work programme: accommodation, safety on board, accident insurance, vocational training and competency certificates.

It may be recalled that three ILO conventions on fishermen's questions, namely Minimum Age, Medical Examinations and Articles of Agreement were adopted by the 1959 International Labour Conference. To date these have only been ratified by ten, six and four countries respectively.

ILO action on fishermen's questions will, as already stated, be discussed at the Section Conference in Esbjerg in March 1962, and the Conference will consider ILO Conventions relating to Fishermen as well as the questions to be dealt with by the ILO Committee of Experts which is expected to meet in the latter part of 1962.

SAFETY OF LIFE AT SEA CONFERENCE

A conference to revise the 1948 International Safety of Life at Sea Convention was held in London in May-June, 1960. Like the old Convention the new one does not apply to fishing vessels, but the conference adopted a recommendation that governments should inform IMCO as to the extent to which they found it practicable to apply the appropriate provisions of the Convention to fishing vessels. Another recommendation of the conference requested IMCO to make a study of the intact stability of fishing vessels. A suggestion that this question be dealt with by a joint IMCO/FAO committee is still under consideration.

It may be recalled that the ITF International Seafarers' Charter, 1960, states in paragraph 61 that safety regulations should apply as far as practicable to fishing vessels. The ITF International Fishermen's Programme also makes reference in paragraphs 62-63 to the safety of fishing vessels. Safety on board is one of the subjects to be discussed by the ILO Committee of Experts.

WHALING INDUSTRY

The Section Conference held in conjunction with the Berne Congress in 1960 emphasized the desirability of giving attention to the whaling industry within the ITF. At the same time it expressed concern at the collapse of the negotiations on the International Whaling Convention. The Secretariat then communicated to the International Whaling Commission the fears expressed by the Section on the danger of depleting whale stocks by over-fishing. The reply received indicated that attempts were being made to induce Holland and Norway to rejoin the Convention and that, in fact, Norway had already done so provisionally and on the understanding that discussions would be resumed on the division of the quota and on the carriage of neutral observers on board whaling vessels. Norway later withdrew, then re-joined once again. The Secretariat further circularized affiliated unions interested in the whaling industry inviting them to make representations to their respective governments about the convention and enquiring what further steps could be taken by the ITF.

MODERN DEVELOPMENTS IN THE FISHING INDUSTRY

At the 1960 conference of the Section interest was expressed in information on new methods and techniques in the fishing industry. The following October we sent to fishermen's unions copies supplied by courtesy of the FAO of the proceedings and working papers of a Technical Meeting on Fishery Cooperatives held in Naples in May 1959.

Attention may also be drawn to another publication of the FAO, "Fishing Boats of the World". This is an 800-page richly documented

and illustrated worldwide survey containing contributions by a large number of recognized authorities on subjects such as principal fishing boat types, fishing methods and deck arrangements, including developments such as stern-trawling, construction and sea behaviour of many types of fishing boats, productivity and so on.*

INLAND NAVIGATION SECTION

SECTION COMMITTEE

The following were elected to the Committee of the Inland Navigation Section at Berne in July 1960: A. Peham (Austria, substitute R. Gryc), L. Eggers (Belgium), T. O'Leary (Britain), H. Hildebrand (Germany), Th. Smeding (Holland, substitute P. Mol.), Faiz Ahmed (Pakistan), K. Rebsamen (Switzerland), Hal Banks (Canada).

H. Hildebrand of Germany was elected Chairman of the Section.

SECTION CONFERENCES

The Section met during the Biennial Congress of the ITF in Berne on 22 July 1960. The items of discussion were the Report on Activities 1958-1959, Danubian navigation, push boats, ITF committee on European transport policy, ILO Inland Transport Committee, regional machinery for the inland navigation industry, and aid to developing countries.

A conference of the Section is due to meet in Hamburg from 24-26 May 1962. The questions down for discussion are an international survey of the industry, an international programme of objectives, pipelines in relation to inland navigation, Rhine navigation and Danubian navigation.

ILO AGREEMENTS ON RHINE NAVIGATION

(a) *Working conditions.*

The ITF was represented by an observer (K. Golding) at the meeting in Strasbourg on 7 November 1961 of the Tripartite Committee which receives annual reports on implementation of the ILO Agreement on Working Conditions of Rhine Boatmen. The Agreement, which is administered by the Central Rhine Commission, dates from 1950 and was revised in 1954. Proposals for a second revision of the Agreement are under consideration.

Until its meeting in November 1961 the Tripartite Committee functioned under standing orders which provided that each national delegation should vote as a group (there are five such national delegations, from: Belgium, France, Germany, Holland and Switzerland). Considering this method of voting to be inconsistent with the ILO origin of the Agreement and the Tripartite Committee, the ITF had submitted a memorandum advocating that the procedure should be altered so that individual members of national delegations should vote separately. This recommendation was accepted by the Committee.

Four of the five workers' members of the Tripartite Committee come from ITF affiliates.

* Published by Fishing News (Books) Ltd., Ludgate House, 110 Fleet Street, London, E.C.4. Price £7 7s. 0d.

(b) Social security.

This Agreement, also adopted under the auspices of the ILO in 1950 and administered through the Central Rhine Commission, was revised at a Governmental Conference held in Geneva from 7-13 February 1961.

Implementation of the Agreement is supervised by an Administrative Centre. This is also a tripartite body, and held its last meeting in Geneva from 9-18 March 1960. Four of the five workers' members are from ITF affiliates. The ITF is at present considering applying for observer status.

MANNING OF RHINE VESSELS

A tripartite conference on manning standards for vessels engaged in navigation on the Rhine was held under the auspices of the Central Rhine Commission in Strasbourg from 6-8 June 1961. The ITF affiliates in the five countries concerned were represented on the national delegations. The ITF was represented by an observer. The position adopted by the workers' representatives on the matters before the conference had been discussed beforehand at a preliminary meeting arranged by the ITF. It was decided to set up working parties to examine: minimum manning of pushboats and similar formations; minimum manning of motor tugs and motor freighters, continuous operation, adjustment of sizes of crews between the stretches of the Rhine upstream and downstream from Duisburg, and employment of women. The conclusions of these working parties will be referred to a second tripartite conference which will decide on amendments to the manning provisions of the regulations relating to navigation on the Rhine.

WORKING HOURS IN RHINE NAVIGATION

The question of working hours and travel time in Rhine navigation has for some years past been the subject of regional agreement between the employers' and workers' organizations of Belgium, Federal Germany, France and Holland. The Swiss union is not a party to it because a Netherlands Christian union is a co-signatory. The ITF likewise is not formally associated with it because a French company union is a co-signatory. Both the Swiss and the ITF, however, take part in preliminary discussions concerning the agreement.

The first agreement was concluded in Antwerp in April 1958 and provided in principle for a twelve-hour day during the summer period (March-October) and a ten-hour day during the winter period (October-March). Two committees were set up to study the question of the Sunday rest and of applying the agreement to privately operated vessels. The agreement was revised in Strasbourg in December 1959 on the principle of a ten-hour day throughout the year. It was in force until 31 December 1961, when the unions gave notice of termination and put forward proposals for restricting departures from certain ports over the weekend.

PUSH BOATS

At the Section Conference held in Berne in 1960 it was agreed to set up a committee to study questions connected with manning scales and working conditions on push boats. Subsequently this committee met in

Stuttgart on 14–15 September 1960 and adopted a number of principles on the manning of push boats and wage rates of the crews concerned. These principles formed the basis of the position taken up by the workers' representatives when the question of push boats was discussed at the tripartite conference on manning convened by the Central Rhine Commission in Strasbourg in June 1961 (see above), where a working group was set up to study the matter further and prepare proposals for a future tripartite conference.

DANUBIAN NAVIGATION

The social problems confronting workers employed in Danubian navigation were discussed at a meeting held in Vienna on 20–21 June 1961. A previous meeting in Regensburg, South Germany, in December 1959 had set up a working party which subsequently drew up and published a leaflet for distribution among Austrian and German boatmen on the Danube.

The meeting in Vienna reviewed working and social conditions in Danubian navigation and noted in particular that the managements of certain companies had, without consulting the workers, introduced service regulations prejudicial to working and living conditions on vessels operating for long periods outside the home country. Unions were, therefore, recommended to make representations to the companies concerned with a view to bringing about proper consultation on matters affecting personnel. It was also agreed that the special problems of Danubian navigation workers should be further examined at a meeting to be held in the early part of 1962.

PIPELINES

The question of pipelines was discussed at the joint conference of ITF inland transport sections, among them the Inland Navigation Section, during the ITF 1960 Congress in Berne. Since then the matter has been before conferences of the Railwaymen's Section (Paris, September 1961) and of the Road Transport Workers' Section (Vienna, October 1961). The Inland Navigation Section is to discuss the subject at its next conference in Hamburg in May 1962.

TRANSPORT OF RADIOACTIVE MATERIALS

This question is being considered within the ITF in connection with certain regulations which have been drawn up by the International Atomic Energy Agency, and which are expected to come up for revision in the latter part of 1962. The question has already been considered by the ITF Railwaymen's, Road Transport Workers' and Civil Aviation Sections and will be put to the other sections before discussing the question at a joint conference of all the sections concerned during the 1962 ITF Congress in Helsinki when an attempt will be made to formulate a common policy.

VI

RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

Committee of ITF Unions in the European Economic Community

This Committee comprises ITF affiliates from the countries forming the European Economic Community or "Common Market" (the "Six") and representatives of the ITF itself. It has a Secretary, Brother Raschaert, who serves the Committee for half his time and the European Secretariat—a body composed of ICFTU national centres in the "Six"—for the rest. The Committee's governing bodies are a "Praesidium", consisting of the Chairman, two Vice-Chairmen and an ITF representative; a "Coordinating Committee", consisting of two representatives from each country; and a "General Assembly", to which every union is entitled to send representatives.

During 1959 and 1960 the Committee, which enjoys good relations with the Authorities of the European Economic Community, conducted a number of seminars on transport problems in consultation with the appropriate official bodies. These covered such problems as main instruments of transport policy (fixing of tariffs, publication of tariffs, quotas, etc.), the question of pipelines and the harmonization of social conditions in transport.

At a meeting of the Coordinating Committee on 25 October 1961, Brother Laan, Chairman of the Committee from its foundation, resigned as a result of his having become the ITF's Director of Regional Affairs. He was thanked warmly for his services and Brother Seibert of the German Railwaymen's Union, formerly a Vice-Chairman (the other being Brother Felce of France), was elected to succeed him. Brother Koppens of the Netherlands was elected to the Praesidium.

In May 1961 the Transport Division of the Economic Community issued an extensive memorandum on a common transport policy for the "Six". The Committee was asked to make observations on the memorandum. A group of experts met in June and the Praesidium in July for this purpose. A further experts' meeting took place shortly afterwards. It proved difficult to formulate a generally acceptable statement on the memorandum which, in its basic approach to transport policy, differs from that of some of the unions, and it was felt that a meeting with the Transport Division would be useful in order to receive a further explanation of the Division's thinking and to exchange views. This meeting took place on 26 October and was attended by the Coordinating Committee and other representatives of ITF unions in the Community, making the trade union side thirty strong. The Coordinating Committee and the other union representatives met on 25 October to prepare for the meeting the next day and met again on 27 October. It was then agreed that the explanations and discussions at the meeting with the Transport Division had been most enlightening and had gone a good way to solving their difficulties in making their observations on the memorandum. A further meeting of the Coordinating Committee took place in December when the finishing touches were put to the observations.

Recent developments have given rise to the prospect that other countries will join the Community, whilst the three neutral European

states of Austria, Sweden and Switzerland might seek associate membership. If this prospect becomes a reality, it will be necessary to make consequential changes in the Committee.

ITS-ICFTU relations

A number of attempts have been made over the last two years to arrive at a standing procedure for close consultation and cooperation between the ITSs, collectively, and the ICFTU on regional activities. All have eventually failed to produce more than a false start at best. The main obstacle to agreement is not technical, but the fact that a number of ITSs evidently fear that formal machinery might impinge excessively on their autonomy. Because these fears are rarely admitted openly, they are all the more difficult to allay.

We have taken the position that any undertaking to cooperate with another organization inevitably limits our freedom of action to some degree, but the crucial question is whether the limitations would be made tolerable by the benefits we, and indeed the whole Movement, would secure in return. The ICFTU and the ITSs are now devoting a considerable part of their money and energies to regional activities, which would be far more effective and far less expensive if they were coordinated. As the organization which fought a successful rearguard action against assimilation in the old WFTU our pride in our autonomy has been amply demonstrated, but we do not make the mistake of equating independence with isolationism.

At its meeting in April 1961, the Executive Committee decided that the ITF should send a strong delegation (the President, Vice-President, Chairman of the Management Committee and the General Secretary, together with the Director of Regional Affairs as an observer) to the ITS General Conference, due to be held early in January 1962, and instructed the delegation to declare emphatically that the ITF was ready to accept the responsibilities of close cooperation with the ICFTU even if other ITSs hesitated to do so.

The Report on that General Conference rightly belongs to the Report on Activities which will cover 1962, but since this report was actually prepared after the Conference had taken place we can register here and now our profound disappointment at the lack of urgency which many ITSs displayed in their approach to the vital problem of how best the various parts of the international movement can work together. A measure of the misgivings with which some ITSs regard the ICFTU can be gauged by the refusal of a majority at the General Conference to accept a proposal *from* the ICFTU to increase ITS representation on the ICFTU Executive Board!

Our inability to share the hesitant, almost nervous, attitude of most ITSs towards collective relations with the ICFTU has fortunately not prevented us from taking part in a number of meetings where ITS and ICFTU representatives gathered to exchange views on particular problems or areas. These have been particularly productive in the case of Nigeria where the ICFTU, the ITSs and the Trades Union Congress (Nigeria) have worked well together. We are specially indebted to the International Federation of Petroleum Workers which readily made the services of its representative in Nigeria, Brother Johnson, available when Brother Laflamme's sudden illness in November 1961 could otherwise have led to the closing temporarily of our Lagos Office.

VII

RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

UNITED NATIONS

U.N. Law of the Sea Conference, Geneva, March-April 1960

This was the second Conference on the Law of the Sea held under the auspices of the United Nations. Its main purpose was to try to reach agreement on the issue of territorial waters and fishing limits which had been left over from the first Law of the Sea Conference two years previously. The ITF and ICFTU submitted a joint written statement in which they once more expressed their policy on the question at issue and urged the need for international agreement. The conference failed in this, by the narrowest of margins. In view of the serious friction between nations over the question of fishing rights, this was a serious setback. Since then the ITF has favoured the holding of a third Law of the Sea Conference to make another attempt to find a settlement. (See also the Report of the Fishermen's Section.)

International Atomic Energy Agency

During the period covered by this report, we have been in contact with the IAEA on two matters: regulations concerning the transport of radioactive materials; and a draft convention concerning the limitation of liability of operators of nuclear ships.

In September 1960 the Agency drew up draft international regulations regarding the transport of radioactive materials which were recommended to member states as a basis for national regulations. These regulations are being kept under review by the Agency and, as stated in the relevant items in various Section Reports, it is, through the ICFTU and ITF, also seeking consultation with workers' interests on the subject.

The Agency was also responsible for the preparation of one of the two draft conventions which were considered by a Diplomatic Conference on the limitation of liability of operators of nuclear ships, held in Brussels in April 1961. The matter is to be considered further at another Diplomatic Conference to be held in Brussels in May 1962. The ITF is expecting to receive an invitation to this conference, either through the ICFTU, which enjoys consultative status with the Agency, or directly through the good offices of the International Maritime Committee, which is associated with the preparations for the conference.

Economic Commission for Europe (ECE)

INLAND TRANSPORT COMMITTEE

Participation of international non-governmental organizations in the work of this Committee is regulated in the same way as in the United Nations Economic and Social Committee. Large world organizations like the ICFTU have Observer Status A which allows them to take a practical part in the work of all subordinate bodies (the sub-committees for railways, road transport, inland navigation, the working parties and

expert committees) and to voice an opinion on all problems that arise. The ITF could only secure the much more limited Status B and therefore prefers to avail itself, by arrangement with the ICFTU, of the latter's status. The world communist and confessional organizations have this status too.

The Transport Division of the ECE plays an extremely important role in the fields of transport policy, and in all technical, safety, legal and economic aspects of the transport industry. The great development of international transport in Europe calls for uniform regulations for all sectors of the transport industry. Efforts to achieve such uniformity, however, stumble against considerable practical difficulties because developments within national boundaries follow the pattern established by national conceptions and experience. It is, therefore, often difficult for government delegates to abandon domestic habits of thought and subscribe to international measures which inevitably represent compromises and entail concessions on all sides.

In our experience the most regrettable feature of the activities of the ECE is that the national delegations are nearly always composed of government officials exclusively. Sweden alone presents an exception from time to time in having an employers' and a workers' representative in its delegations. It is not enough to have the two sides of industry represented at the yearly meetings of the head organization, the Commission itself; what is needed is for them to be present as members of their national delegation when practical problems are being dealt with as is the case of the work of the Transport Division. Until this state of affairs is changed, the only chance for the workers to present their views must be through the representatives of the international trade secretariats. Except for certain important problems, it is usually, for practical reasons, impossible for the ITF representative to consult beforehand the section or sections concerned on their point of view on a problem to be dealt with by the ECE. Nor is it always easy either to arrange for competent officials from affiliated organizations to accompany the ITF representative to meetings of the ECE. The necessity of keeping expenditure within reasonable bounds, the fact that such officials are not always available and the fact that the ECE works only in three languages (English, French and Russian) all work against this solution.

What is difficult in Europe proves often to be well nigh impossible in the United Nations Economic Commissions for Africa, Asia and Latin America. This is all the more regrettable in the cases of Asia and Latin America since a great deal of extremely important work is at present being done in these areas. Reports on the transport policies of the different countries, and the discussion of problems of transport policy and technology tend to make a much greater impact on the social conditions of employees in these areas than is the case in Europe.

The methods for achieving our aims listed in Rule II of the ITF Constitution can only be applied to a very limited extent as far as putting the workers' point of view in the important inter-governmental organizations is concerned. We are doing what is possible with our present resources. Our aim for the future must be an extension of activities in this direction. A relaxation of our efforts here would be fatal since we should thereby leave the field clear for the employers'

international organizations which, particularly in the case of the Chambers of Commerce, have much greater resources at their disposal than the ITF. Their influence, which is devoted to quite other purposes than the social well-being of the workers, would in that case only have to contend with the confessional and communist trade-union internationalists which, in spite of an astonishingly regular representation at these meetings, have not managed to gain a hearing with the government delegations of the majority of democratic countries.

Our cooperation with various bodies of the ECE Inland Transport Division was concerned in the period under review with meetings held to deal with transport policy and coordination, traffic safety, the regulation of international road transport and the modernization of railways. Resolutions adopted by ITF Sections on individual questions have been communicated in all cases to the ECE.

(a) European Agreement concerning the work of crews of vehicles engaged in international road transport (AETR).

This Agreement has a long and eventful history which has been recorded in our Reports on Activities over the past ten years. International road transport in Europe has hitherto been regulated by bilateral agreements, which have thus made up an intricate pattern of regulations and restrictions that place serious obstacles in the way of the development of this energetic transport sector. Attempts have therefore been made in the ECE since 1950 to produce a comprehensive agreement with uniform application in all essential aspects throughout those countries willing to ratify it. In 1960 when it was evident that ten years of effort had produced only an admission of failure, the question arose what, if anything, could be saved from the ruins. Our attention all along had been concentrated on Annexe A which regulates social conditions. We therefore rejected a proposal that was raised to incorporate in a non-committal resolution all parts of the agreement on which there was general agreement among the ECE member states and demanded instead that the matters dealt with in Annexe A should be formulated in a special agreement which could then be put to the individual countries for ratification. This suggestion was finally approved by the ECE Inland Transport Committee which instructed the Sub-Committee on Road Transport to draft a new agreement and put it forward for signature as soon as possible.

A new difficulty then arose when it was suggested that the ECE might not be competent to conclude such an agreement and that this work was more properly the concern of the ILO. We, however, advocated firmly that the ECE should continue the work. Otherwise it was to be feared that the drafting of an ILO agreement would take years; moreover, the agreement would also have to deal with traffic safety as well as social conditions and, in any case, it would be limited to Europe. We therefore wrote to the Director-General of the ILO requesting him to leave the drafting of the agreement to the ECE. In agreeing to our suggestion, the ILO made it clear however that they would take over this work if there were signs that the ECE were not making progress on the matter.

In December 1960 a first draft of the Agreement was submitted by the ECE Transport Division to the member states and international organizations for their comments. We submitted ours on 17 January,

1961, advocating longer rest-periods, obligatory installation of tachographs, more effective inspection and severer penalties. The first conference on the new agreement took place in February 1961, lasted a week and did not get very far. A further conference took place in June, at which the Section Secretary was accompanied by H. W. Koppens (Netherlands) and E. Hofer (Switzerland). In April the ITF Road Transport Section Committee had formulated a draft text of the most important provisions to be incorporated in the agreement. This was sent to the ECE. We were not completely successful, which is understandable in view of the considerable variations between the regulations of the different states. However, at the end of the Conference the text of the agreement had been established in what we took to be its final form. We were therefore unpleasantly surprised when the ECE Sub-Committee on Road Transport, at its ordinary meeting in November, began on yet another 'revision' and proceeded to discuss reservations which certain governments wanted incorporated in the agreement. Agreement was finally reached on all but two of the provisions which were of a political character. Since only the ECE Inland Transport Committee itself was competent to regulate the differences that remained, the Agreement was placed on the agenda of its session to be held in January, 1962. On 19 January, the final version of the text of the Agreement was put forward for signature.

In view of the lengthy procedure entailed in ratifying the agreement, it seems unlikely to come into effect for at least another two years. Going by the statements of various government delegates this important agreement is unlikely to suffer the fate of its predecessor, the General Agreement which was signed in 1954, but was abandoned in 1960 without ever having been in effect. There are very good chances of the new agreement coming into effect. Copies of the final text will be circulated to affiliated unions as soon as they are available.

(b) Coordination of transport

The last report on activities stated that discussion of this problem by the ECE had been postponed. The Secretariat was, however, requested to prepare a summary of those aspects of coordination on which a general measure of agreement prevailed in the Committee. This was also to include a review of the salient features of transport coordination in countries with a planned economy. A discussion at the end of 1960 on the basis of this review led only to a decision to postpone discussion of this problem once again. The majority of government delegates seem to have taken this view because particular attention is being given to the major aspects of a common European transport policy both within the European Economic Community and among the member states of the Conference of European Ministers of Transport (CEMT). The opinion was expressed that it was difficult enough to secure agreement between the countries with competitive economic systems so that for the time being the attempt should be abandoned to bring within the terms of a general system the views of East European totalitarian states favouring state controlled economies.

(c) The construction of driver's cabs

The Road Transport Sub-Committee of the ECE has a special working party which deals specifically with the harmonization of licensing regulations in respect of the equipment and components of road

transport vehicles. In December 1960, acting on the instructions of the Road Transport Workers' Section, the ITF requested the Road Transport Sub-Committee of the ECE to adopt in the programme of this working party the question of the construction of drivers' cabs and other aspects involving the safety and well-being of the crews of motor vehicles. The ITF was requested to prepare a report on this question for the attention of the working party. To this end we circulated a questionnaire to affiliated unions on 18 December 1961 requesting their views on this matter. (See the report of the Road Transport Workers' Section.)

(d) The introduction of automatic couplings on the European railways

The ECE Railway Sub-Committee has dealt with this question during the period covered by this Report. The Sub-Committee is, at present, endeavouring to establish the introduction of a compatible system of coupling by railway managements in Western and Eastern Europe. The Committee was informed of the attitude of the ITF Railwaymen's Section. (See the report of the Railwaymen's Section.)

Inter-governmental Maritime Consultative Organization

IMCO SAFETY OF LIFE AT SEA CONFERENCE, LONDON, MAY-JUNE, 1960

This was the fourth International Conference on Safety of Life at Sea. It was held to revise the 1948 Conventions and adopted a new Convention containing chapters on General Provisions, Construction, Life-saving Appliances, Radio, Safety of Navigation, Carriage of Grain, Dangerous Goods and Safety of Nuclear Ships, as well as recommendations dealing with matters such as the effect of tonnage measurement on safety at sea, the need for a universal coupling for fire fighting equipment from ship to ship and from ship to shore, use of radiotelegraphy and radiotelephony and other radio communication questions, coordination of safety of life at sea and in the air, use of radar and other electronic aids to navigation as well as training in the use of such aids. A number of national delegations to the conference included seafarers' representatives. In major maritime countries seafarers had also been represented at preliminary tripartite discussions on the proposals to be dealt with.

The proceedings were also attended by C. W. van Driel of the Netherlands and H. Hildebrand of Germany who came as the seafarers' representatives on the joint delegation from the ILO Joint Maritime Commission.

The refusal of the ITF's request for representation in an observer capacity meant in fact that the seafarers were not able to express their point of view collectively, although, of course, they could in some cases put their points of view within their national delegations. A resolution regretting that the seafarers were unable to play a fuller part in IMCO proceedings was adopted by the ITF Seafarers' Section Conference held in London at the end of May, 1960. Since then observer status with IMCO has been accorded to the ITF-ICFTU.

IMCO MARITIME SAFETY COMMITTEE, LONDON, 8-11 NOVEMBER, 1960

At this meeting of the Committee, the third since the inauguration of IMCO in January 1959, the ICFTU-ITF was represented by an observer (K. Golding of the ITF Secretariat). Among the agenda items

of immediate interest to seafarers were oil pollution, coordination of safety at sea and in the air, code of signals, IMCO's relations with governmental and non-governmental organizations, including the ICFTU-ITF, and action taken on decisions of the Safety of Life at Sea Conference of the previous May-June (e.g. tonnage measurement, radiotelephone code, carriage of dangerous goods, training in the use of radar and other aids to navigation).

IMCO COUNCIL, LONDON 16-20 JANUARY 1961

This fourth meeting of the IMCO Council considered the ruling of the Hague Court to the effect that the IMCO Maritime Safety Committee as then constituted was unconstitutional (see following item and also the Report of the Special Seafarers' Section). The ITF was represented by two observers (L. White and R. Santley of the ITF Secretariat) at this fourth meeting of the Council of IMCO.

IMCO ASSEMBLY, LONDON 5-12 APRIL 1961

One of the acts of the Assembly was to confirm the observer status which had been provisionally conferred upon the ICFTU-ITF. In several other respects it was disappointing to seafarers. Liberia was admitted as a member of the IMCO Maritime Safety Committee, following the finding of the International Court of Justice to the effect that the composition of the Committee, as decided at the first Assembly (London, January 1959) was not constitutional. Secondly, the Assembly declined, after several delegations had commented on it, to deal with the issue of freedom of navigation, on the grounds that it was outside IMCO's scope. The seafarers take the view that the functions of IMCO should not be limited to purely technical question. Also disappointing was the lack of seafarers' participation in the Assembly. In fact, during practically the whole of the proceedings there was only one seafarers' representative present. The ITF was represented by two observers: L. White, who attended part of the time, and R. Santley, both of the ITF Secretariat.

IMCO SUB-COMMITTEE ON TONNAGE MEASUREMENT, LONDON, 11-14 DECEMBER, 1961

The Sub-committee, which has held two meetings, is studying the possibility of a universal system of tonnage measurement which would unify and simplify the existing system. It drew up a set of basic features which are to be recommended to the IMCO Maritime Safety Committee and appointed a working group to continue studying the question. The ITF was represented by two observers (S. P. de Boer of Holland and R. Santley of the ITF Secretariat) and a statement was made expressing the seafarers' point of view.

INTERNATIONAL LABOUR ORGANIZATION

ILO Joint Maritime Commission, Geneva, 25 September-6 October 1961

The whole of the seafarers' group, fifteen titular members and five deputy members, at this nineteenth session of the JMC came from ITF affiliates. Resolutions were adopted concerning Asian seamen, refugee seafarers, international labour studies, nuclear tests, nuclear ships, working hours, noise reduction, automation, paid vacations, vocational training, navigational aids and safety devices, watches on sailing days

and seafarers' welfare, altogether a very worthwhile result. On two major questions, however, agreement could not be reached. On manning the shipowners refused to go along with the idea of laying down international minimum principles maintaining that these would be unworkable. The vote resulted in a stalemate: fifteen for and fifteen against. On air conditioning the seafarers wanted a pronouncement in favour of installing such equipment in the crew quarters of all new ships and also in existing ships where practicable and when undergoing substantial repairs or structural alterations. The shipowners, however, would only go so far as to recommend the collection of further information for consideration at the next meeting of the JMC. As the two groups were not completely opposed, it was decided not to resort to a vote but to report the two viewpoints to the ILO Governing Body. Finally the JMC went on record to draw attention to the special requirements of an international industry like shipping and asked that this be taken into account when deciding future timing and programming of ILO Meetings.

JMC Tripartite Sub-committee on Seafarers' Welfare, Geneva, 18-22 September 1961

This was the second meeting of the Sub-committee. The first, which took place in Naples in November 1959, had reaffirmed and elaborated the ILO Welfare in Ports Recommendation, 1936, and it had been hoped that the second meeting would bring into being machinery for implementing the 1936 and 1959 principles. The resolution adopted by the sub-committee does not go as far as the seafarers' members would have wished, but it does establish the idea that where governments are jointly interested in undertaking a welfare project for seafarers in a given area where there is a special need for new or more welfare facilities the governments concerned should, in consultation with shipowners', seafarers' and welfare organizations, and also with the authorities in the area in question, take common action with a view to a collective planning, financing and administration of welfare arrangements.

The Seafarers' members of the Committee are: N. Wälläri (Finland), J. Randeri (India), C. W. van Driel (Netherlands), D. S. Tennant (United Kingdom) and L. Hawk (USA-SIU), with H. Hildebrand (Germany) as substitute.

ILO/WHO Committee on Seafarers' Health, Geneva, 1-4 May 1961

The agenda items at this third meeting of the Committee were the nature and extent of the health problems of seafarers, health services available to seafarers, and ways and means by which health services could be provided in major ports to seafarers of all nationalities on a wider scale than at present.

The Committee considered medical examinations, services on board ship, services on shore and medical records. It agreed that pre-entry and pre-engagement medical examination would contribute to improving the health of seafarers. In relation to medical services on board, the case of ships not carrying a surgeon and the coordination of the three aids available to these ships (medicine chests, medical guides and medical advice by radio) were discussed. With regard to the training of lay medical attendants to serve on board, the Committee

agreed that it was desirable to have a rating specially trained in first aid and sick nursing. On the great majority of ships this would only be a part-time occupation. In relation to services on shore the Committee considered a proposal concerning the establishment of health centres for seafarers, the functions of which would be to perform medical examinations, provide minor treatment facilities, organize training and refresher courses for nurses and sick-bay attendants, inspect ships' medicine chests, etc. The Committee also considered questions relating to hospitalization of seafarers. As regards medical records the Committee examined various model forms submitted by the WHO proposed for use during medical examinations and designed to allow a continuous record to be kept of a seafarer's medical history at sea and ashore.

The Committee adopted a resolution recommending the establishment of a coordinated scheme incorporating the three existing medical aids at sea, i.e. medicine chests, medical guides and medical advice by radio. The resolution urged the three international organizations concerned, ILO, WHO and IMCO, to take urgent steps with a view to the establishment of such a scheme.

The two seafarers' members of the Committee were J. Scott (British National Union of Seamen), who has since died, and P. de Vries (ITF General Secretary), with H. Hildebrand (Germany) as substitute.

Seventh Session of the ILO Inland Transport Committee

The Seventh Session of the ILO Inland Transport Committee was held in Geneva from 8 to 19 May 1961, four years after the Sixth Session which had been held in Hamburg in 1957. The Committee adopted two sets of conclusions based on two special reports prepared by the International Labour Office dealing respectively with General Conditions of Work of Railwaymen and Social Consequences of Changing Methods and Techniques in Railways and Road Transport. In addition ten resolutions were adopted on subjects dealt with in the General Report also submitted by the International Labour Office. This General Report which was the first item on the agenda of this Session dealt particularly with action taken in the light of conclusions adopted at previous Sessions of the Committee; steps taken by the ILO to follow up the studies and enquiries by the Committee; and recent events and developments in inland transport. More specifically, the Report reviewed conditions of employment in road transport, accident insurance in inland transport, labour inspection in road transport, conditions of employment in international road transport in Europe, welfare facilities for dockworkers, methods of improving organization of work and output in ports, regularization of employment of dock workers, competition between ports, the ILO's activities in the field of inland transport since the last Session of the Inland Transport Committee, social security for workers engaged in international transport, conditions of employment in civil aviation, technical assistance in the field of inland transport, transport coordination, labour safety in the transport industry, and the civil liability of transport workers.

On 5 and 6 May Workers' representatives from ITF affiliated unions met in Geneva to decide on procedure at the Session including the nominations of candidates for important Conference Offices. Two

further meetings of the ITF representatives were held during the Session. Since the majority of representatives in the Workers' Group attending the Session came from organizations affiliated with the ITF it was possible to secure the election of ITF representatives to all the principal Workers' Group offices.

Brother Greene, General Secretary of the British National Union of Railwaymen, was elected as Chairman and Spokesman of the Group, and Brother Degris, President of the French National Railwaymen's Federation (F.O.) as Workers' Vice-Chairman of the Conference. Workers' Vice-Chairmen of the two technical sub-committees were Brother Ulbrich of Austria (General Conditions of Work of Railwaymen) and Brother Heiss of the United States (Social Consequences of Changing Methods and Techniques in Railways and Road Transport), whilst the ITF's President, Brother Dekeyzer, served as Vice-Chairman of the Sub-Committee on Effects Given to Previous Conclusions. The ITF Secretariat was represented by P. de Vries, General Secretary, H. Imhof, Assistant General Secretary, who acted as Secretary of the Workers' Group, R. Santley, Section Secretary, and K. A. Golding, Research and Publications Officer.

At the outset, high praise should be given to the Workers' Group for its strong sense of discipline and unity of purpose as well as for the extremely hard work which it did often under very trying circumstances. It is only to be regretted that, despite the tenacity and devotion to duty displayed by the Workers' Group, the final results of the ITC meeting should have been so disappointing. For that, however, the blame must be sought elsewhere.

It soon became clear from the Employers' attitude in the sub-committee dealing with the social consequences of changing methods and techniques in railways and road transport that they were not interested in achieving positive conclusions which would avoid hardship and unemployment during a period of technological change or would ensure that workers obtain a fair share of the benefits of increased productivity resulting from their cooperation in the introduction of new techniques. The Workers' proposals based primarily on these concepts were strongly attacked by the Employers and even a paper prepared by the International Labour Office as a synthesis of the opposing views expressed during a very long-drawn-out discussion was rejected by them. An Employers' amendment, which completely decimated the Office text, was, unhappily, supported by a number of Government representatives and in consequence the conclusions which were finally submitted to the Plenary Session were so vague and meaningless that they had almost no practical value.

Spokesmen for the Workers' Group expressed their very grave concern at the meagre results which had been achieved on this extremely vital question and pointed out that such a result could only harm the good name of the ILO as a whole and of its Industrial Committee system in particular. In Plenary Session, they indicated that the Workers' Group would abstain in the vote on the conclusions and asked that the Workers' proposals should be included in the record of the Meeting in order that their views would be brought to the attention of the ILO Governing Body. This was subsequently done.

In the second technical sub-committee—on railwaymen's conditions of work—unanimous conclusions were reached. The main principles laid down in these are as follows:

The general conditions of work of railwaymen should ensure a reasonable standard of living, as well as stability of employment, satisfactory conditions of welfare, and social security for themselves and their families. The fact that many railways are in financial difficulties, frequently as a result of public service commitments, should not be made a reason for maintaining general conditions of work below a reasonable standard. Industrial relations between railway administrations and workers' organizations should be created, maintained or developed. Procedures of negotiation, conciliation or arbitration should be promoted within the appropriate bodies in a spirit of cooperation in keeping with ILO standards.

In the interest of health and safety, each working day should be followed by as long a continuous rest period as possible, whilst rest periods which have to be taken away from home should be limited to a minimum. Annual holidays with pay should not be less than two weeks and should be increased with length of service. Since their purpose is to grant workers an effective period of rest, appropriate measures should be taken to ensure respect of this principle. Consultative welfare bodies, composed of workers' and management representatives, should be established, whilst special attention should be devoted to the provision of facilities such as canteens, rest rooms, restaurants and sanitary installations. Railway undertakings should also devote an active interest to the problem of housing their staff, by constructing houses or apartments, or by participating in public or cooperative housing programmes, or by giving technical or financial assistance to individual workers.

Finally, the Inland Transport Committee also adopted resolutions dealing with matters arising out of the General Report: technical assistance in the field of inland transport; labour inspection in road transport; freedom of association in essential transport services; civil liability of transport workers; coordination of transport; safety and health of dock work; limitation of loads to be carried by one man in the dock industry; the composition of the Inland Transport Committee; and vocational training in inland transport in developing countries. All but the last of these were based either wholly or in part on draft resolutions submitted by the Workers' side. In a further resolution on the agenda of the Eighth Session of the Inland Transport Committee, the Workers proposed four items for discussion: collective bargaining in essential transport services, with special reference to trade union rights and arbitration and conciliation machinery; traffic conditions in urban centres and their effect on transport workers' conditions; working conditions and social security in inland navigation, with special reference to the developing countries; and vocational training and experience necessary for the recognition of road transport workers as skilled labour.

Later in 1961 both the ITF Railwaymen's and Road Transport Workers' Sections adopted resolutions on the results of the Seventh

Session of the ILO Inland Transport Committee. The views of the Railwaymen's Section Conference, held in Paris in September, were to the effect that the Conclusions on the Social Consequences of Changing Methods and Techniques in Railways and Road Transport were not satisfactory and that the ITF should continue to work within the ILO for the adoption of better principles. In the meantime the Secretariat was instructed to work out a Railwaymen's Social Charter to Guide Modernization Developments. A preliminary draft of this Charter was approved by the Conference and the Secretariat was requested to submit this draft to affiliated unions for their views and possible amendments. The resolution and the preliminary draft of the Charter were sent out to affiliated unions at the end of September and, at its meeting in November, the ITF Executive Committee approved continuation of work on the Charter for submission to the next ITF Congress.

This resolution was submitted to the Director-General of the ILO at the end of October with a request that it should be brought to the attention of the Governing Body of the ILO. At the same time the Workers' Representatives on the Governing Body were informed of our attitude through the ITS Liaison Officer in Geneva. With the help of Brother J. Mōri, Chairman of the Workers' Group in the Governing Body, Brother Rudy Faupl, United States Workers' Representative and Brother B. Zofka of the ITS Liaison Office, it is hoped to keep the discussion going on this subject until it is possible to find a better solution than that contained in the Committee's Conclusions. The text of the resolution adopted by the Railwaymen's Section Conference and of the Railwaymen's Social Charter to Guide Modernization Developments are reproduced below. The text of the resolution adopted by the Road Transport Workers' Section Conference in October 1961 is reproduced in the report of the Road Transport Workers' Section.

This International Railwaymen's Conference in Paris, 12 to 15 September 1961,

HAVING NOTED the report of the proceedings of the Seventh Session of the Inland Transport Committee of the International Labour Organization which was held in Geneva from 8 to 9 May 1961,

THANKS the Governing body and the Director General of the International Labour Office for having prepared an agenda for this Session which enabled delegates to deal once again, after an interval of more than ten years, with urgent problems affecting the railways and railwaymen;

THANKS ALSO the International Labour Office for the valuable reports which it prepared, especially those dealing with the General Conditions of Work of Railwaymen and the Social Consequences of Changing Methods and Techniques in Railways and Road Transport and for the effective assistance lent by the Office to the Workers' Group during this busy session;

PROTESTS at the negative attitude displayed by the Employers' Group on all those occasions when it was evident that, at the instigation of a few, deliberate and repeated attempts were being made to emasculate or nullify any constructive proposals;

REGRETS that the attitude of the Employers' Group prevented the attainment of any conclusions on the important question of the social consequences of changing methods and techniques in railways and road transport which would have been acceptable to the large majority of delegates at the session, a state of affairs which is all the

more serious inasmuch as these problems place a great strain on industrial relations in the railways of a number of countries and often even present a danger of serious conflict; and

RESOLVES

1. to instruct the ITF Secretariat to request the Director General of the International Labour Office to examine in consultation with the Governing Body ways and means of convening within a reasonable time an *ad hoc* conference of Governments, Railway Administrations and Railwaymen's Unions to negotiate appropriate policies for dealing with the social consequences of modernization and rationalization;
2. to approve the first draft of 'The Railwaymen's Social Charter to Guide Modernization Developments';
3. to invite all affiliated railwaymen's unions to base themselves on the guiding principles laid down in this first draft of this Charter in all their efforts to combat anti-social measures and developments connected with modernization and rationalization of the railways until such time as adequate conclusions have been adopted by the ILO;
4. invites the ITF Executive Committee to submit the final draft of the Charter to the next ITF Congress for its approval.

PRELIMINARY DRAFT OF A RAILWAYMEN'S SOCIAL CHARTER TO GUIDE MODERNIZATION DEVELOPMENTS

In view of the special nature of railway operation and its importance for the economy and the community as a whole, management should make use of all the resources of modern technology in order to ensure smooth and efficient running. Nevertheless, the effectiveness of such action will depend very largely on the extent to which management can secure the cooperation of the employees and their trade union. Consequently, the union must be able to participate right from the start in all discussions concerning the introduction of new methods and equipment. The aims of the union are to secure for employees a fair share of the benefits of increased productivity resulting from the application of new methods and techniques in the form of a considerable improvement in their social standards. These aims can best be achieved by adhering to the following basic principles:

1. Any changes involving a reduction of the labour force must take into consideration the situation of the general economy and the possible needs for increased employment. The human factor must be considered most important.
2. Any reduction in the establishment of staff arising out of introducing new methods and techniques must be carefully planned. Dismissals and lay-offs must not take place. Planning of redundancy must be based on internal wastage, curtailment of recruitment, transfers where unavoidable and voluntary retirement on conditions acceptable to the redundant employees.
3. Railway management must be prepared to accept the human costs of displacement and retaining as charges against the savings of higher productivity. Appropriate measures must be taken to ensure that displaced or retained staff retain their scale of earnings in new jobs even when temporarily transferred to jobs in lower grades.

4. Job classification and job evaluation systems must be re-examined in order to take account of the new requirements. Careful investigation must also be made of such matters as increased mental tension, perceptual fatigue and the influence of additional responsibilities on workers who are involved in the safe operation of railways.
5. The equitable sharing of the results of higher productivity is of vital concern to railwaymen and their trade union. In order to maintain the well-being and the team spirit of railwaymen and to keep the high level of operational safety, there is case for:
 - reducing hours of work to 40 hours a week as a maximum,
 - increasing real wages,
 - improving social security benefits.
6. Where the volume of work on railways is decreasing because of new equipment and installations needing less attention, consideration must be given to starting production of parts or pieces of equipment instead of contracting out to private industry.
7. Railway management should show initiative and imagination by extending the activities of the undertaking and by introducing new techniques, such as piggyback, pallets and containers, in order to render better service to the user and the general public. Public authorities should show a positive attitude towards such trends.
8. The temporary employment of auxiliary staff should be limited as far as possible in order to keep a sufficiently high number of trained permanent staff in employment.
9. Technical progress makes it imperative for management to be particularly concerned with the safety of employees and safety of operation as well as with the health of the employees. This principle must be given particular attention in connexion with the manning of locomotives and trains.

Conference of European Ministers of Transport (CEMT)

During the period covered by this Report our relations with this body have been very good. Since the end of 1958 the ITF and the other international organizations represented at the CEMT had not been able to make direct contacts with the Ministers themselves but only with the Ministers' Deputies and the working parties. In 1960, however, it was agreed that the international organizations should be invited separately at least once a year to an audience with the President and two Vice-Presidents of the Conference in which they would be able to express their views in an informal manner not only on items arising from the agenda of CEMT meetings, but also on other matters which appeared to them to be of importance. A written record of these exchanges of views is then submitted to the Council of Ministers. We owe this constructive innovation primarily to the efforts of the Austrian Minister of Transport, Dr. O. Waldbrunner, who was CEMT President for the year 1960/61. His successor, the Norwegian Minister of Communications, T. Bratteli, has assured us that these audiences will continue.

The CEMT was founded by Belgian initiative within the framework of the former Organization for European Economic Cooperation (OEEC). Its functions have not been changed as a result of the reorganization and extension of the OEECs activities entailed by the creation in the autumn of 1961 of the new Organization for Economic Co-operation and Development (OECD).

Our cooperation with the various bodies of the CEMT has been in connection with questions such as investments in transport, the economic situation of railways, the weights and dimensions of vehicles in international road transport, traffic safety and pipelines. Whenever possible, we have submitted memoranda on these subjects after consultation with affiliated organizations. In addition, we have brought all relevant resolutions adopted by ITF Sections to the attention of the CEMT. The Section Secretary was accompanied by F. Laurent, member of the ITF Executive Committee, when attending Conferences of the CEMT which have always taken place at the Paris Headquarters of the OECD.

The following is a summary of the present situation with regard to the questions dealt with by the CEMT in which the ITF is most interested:

(a) Coordination of investments in transport

The investigation of this problem has hitherto, to a large extent, been impeded by variations in statistical methods employed in different countries and sometimes by the complete absence of statistics, particularly notable in the case of road transport. The results and conclusions which are submitted every year to the CEMT are also submitted to the international organizations. Since this is a question not only of investments in transport as a whole but also of the distribution of such investments between the different sectors of transport and the financing of these, the difference in approach between representatives of the different sectors tends to make itself felt in no uncertain manner.

The ITF is primarily concerned with problems that arise in connexion with the present acceleration in the modernization of railways and the demands for increased road construction to absorb the enormous number of vehicles now coming onto the roads every year. In relation to Inland Navigation we recommend a thorough investigation of the economic aspects in considering projects for new construction works and extension of existing systems.

(b) The financial situation of European Railways

As a result of the recommendation of the CEMT, the International Union of Railways (UIC) began in 1955 comprehensive investigations into the financial situation of railways. This led to the adoption in 1957 of resolution No. 10 on "the normalization of accounts" which has since been implemented, at least partially, in a number of countries, and has led to a significant improvement in the financial situation as reflected in the balance sheets of the railway administrations. Progress in regard to "normalization" is the subject of comprehensive reports every year.

The UIC was requested in May 1960 to draft a memorandum on the financial situation of the European railways. This memorandum appeared in July 1961 and was the subject of thorough discussion

between the Minister's Deputies and the international organizations. The ITF circulated copies of the memorandum to affiliated organizations with a request for their comments. The replies received provided the basis for a comprehensive memorandum drawn up by the ITF referring to specific sections of the UIC memorandum. This question will be further dealt with within the CEMT by two working parties, one of which will deal with general transport policy and the other with the specific problems of the railways.

(c) Weights and dimensions of road vehicles

At the CEMT Conference held in October 1960 this question was finally resolved after having occupied European transport circles since 1956. After agreement had been reached between France and Germany, the two countries between which there had been the greatest difference, the majority of countries adopted the following recommendation:

In so far as the condition of the roads in each country allows, the following maximum standards shall apply for the weights and dimensions of vehicles in international transport between member states of the CEMT as from 1 January 1966:

loading per single axle	10 tons
loading per twin axle	16 tons
total weight of combinations of vehicles and of articulated vehicles	32 tons
length of combinations of vehicles	16.5 metres
length of articulated vehicles	15 metres

The views of the ITF were given in a memorandum submitted to the CEMT in May 1960. We pointed out that we expected the decision in this question to be based primarily, not on the interests of the road transport undertakings, but on those of the community as a whole and that sufficient attention would be paid to safety requirements and the social conditions and responsibilities of employees in road transport.

These views were endorsed by the Joint Conference of ITF Inland Transport Sections on 22 July 1960. An account of this Joint Conference is given in the Report of Proceedings at the ITF Berne Congress, 1960.

VIII

MISCELLANEOUS

ITS-ICFTU Mission to Greece

A Joint ITS-ICFTU Mission visited Greece from 31 January to 4 February 1961. The ITF's representative was Brother Laan. The other members of the mission were the General Secretary of the ICFTU, the Secretary of the ICFTU's European Regional Organization, Brother Malles of ICFTU headquarters (the mission's secretary), the General Secretary of the Clerical Workers' International, and the Hon. Secretary of the Shoe and Leather Workers' International.

The aims of the mission were to investigate in what way the international trade union movement could most usefully assist the Greek movement in present circumstances; and to make representations to the Greek government if deemed necessary.

The Greek trade unions are under constant pressure from both the Left, an active Communist movement, and the Right, a government with reactionary tendencies. Their ability to resist this dual threat has been sapped by internal dissension and dependence for their finance on a "Social Welfare Fund" which is ostensibly administered by a tripartite board but which in fact is under the government's control.

The mission had long discussions with the leaders of the Greek national centre and with the "opposition group". The General Secretary of the ICFTU also met the Prime Minister and Deputy Prime Minister and called for a liberalization of the government's trade union and social policies, the ratification of ILO Conventions 87 and 98 and the abolition of the Social Welfare Fund.

It is felt that the mission made some impact: the Prime Minister, in particular, seems to have realized the dangers created by governmental hindrance to the free trade unions' growth. The union leaders were told forcibly that unity and radical action to put their organizations on a sound and self-supporting basis were pressing necessities.

A statement, signed by the General Secretary of the national centre and the General Secretary of the ICFTU, was issued before the mission left Greece. It stressed the need for the Greek trade union movement to be given an opportunity to play a full part in its country's economic and social affairs and called for unity in the movement. The Greek unions undertook to strive for financial independence and the ICFTU pledged its full support to the unions in their efforts to raise the intolerably low standard of living of Greek workers.

Brother Laan met the leaders of the dockers', seafarers' and railwaymen's unions, all affiliated with the ITF. He took the opportunity to press home the urgency of closing their ranks. He discussed with the railwaymen's union the difficulties they were then experiencing following restriction placed by a court ruling on their activities. It was later learnt that the union had successfully appealed against the court ruling.

Financial Report

for 1960 and 1961

Introduction

We follow our usual practice of taking a look at income and expenditure for the preceding three years and the following table shows the relevant figures :

	<i>Total Income</i>	<i>Expenditure</i>	<i>Surplus (+) or Deficit (-)</i>
	£	£	£
1959	63,055	56,563	+6,492
1960	64,992	66,162	-1,170
1961	76,539	75,498	+1,041

It will be seen that total income rose steeply in 1961. This might have been expected since the affiliation fee rate of 5d. per member was raised to 6d. per member as from 1 January 1961. Reference to Table 1 which gives income and expenditure for 1960 and 1961 shows that income from affiliation fees did not, however, increase by the calculated 25 per cent. This was due to an unforeseen drop in overall membership accounted for by one large union greatly reducing its affiliated membership, one other large union being suspended and two others opting out—an estimated loss in income of over £13,000. At a meeting of the International Fair Practices Committee in April of this year it was decided that 5 per cent of the income of the International Seafarers' Assistance, Welfare and Protection Fund be allocated to the General Fund of the ITF for services rendered. It follows that expenditure incurred by the ITF on behalf of the seafarers' fund is included under the appropriate headings: Salaries, Travelling Expenses, Meetings and Conferences, Rent, etc. in the General Fund statement. This should be kept in mind when looking at expenditure for 1960 and 1961 since the new arrangement applies from 1961.

We do not think much comment is called for on most items of expenditure except, perhaps, to draw attention to the fact that Travelling Expenses is rather high in 1961 owing to the ITF being represented at an unusually large number of meetings and congresses in that year. As costs generally continue to rise it is obvious that ITF expenditure cannot escape this upward trend which figures for the two years clearly reflect.

Special Funds

Tables 2 to 5 show the operation of the special funds during 1960 and 1961.

We are glad to be able to write more optimistically about the Edo Fimmen Free Trade Union Fund (Table 2) than we did two years ago. In the first place we can record our gratitude to the Austrian Railwaymen's Union for their generous gift in 1960. Then, thanks to grants from the ICFTU International Solidarity Fund in 1961 as well as grants from Solidarity Fund collections from Swedish unions, the Secretariat has been enabled to greatly enlarge the scope of its activities

in the three regions, Africa, Asia and the Latin American and Caribbean area.

The April 1960 meeting of the Executive Committee proposed that as soon as the fee rate would be raised to 6d. per member the allocation from affiliation fee income to the Edo Fimmen Free Trade Union Fund should be increased from 25 per cent to 30 per cent. When figures for 1961 were laid before the April 1962 meeting of the Executive Committee, incorporating a 30 per cent allocation, expenditure considerably exceeded income of the General Fund owing to the loss of expected income from affiliation fees of £13,000, as already mentioned. The Executive had no other choice than to authorize reversion to a 25 per cent allocation for that year. Fortunately, the loss of income to the Edo Fimmen Free Trade Union Fund in 1961 was not felt as severely as might have been expected since voluntary contributions from affiliated unions (including a large one from RLEA) went some way towards compensating for the loss.

Other income which should be mentioned is a sum of £3,089. In 1960 when it was decided to give assistance to help overcome hardships among the families of Africans who took part in the strike of Tanganyika railwaymen, a balance of £3,089 remained unused and was credited to the Fund for Assistance to Victims of Oppression. Having regard to the purpose for which contributions had been asked from affiliated unions, the Executive Committee later came to the conclusion that this balance belonged more properly in the Edo Fimmen Free Trade Union Fund and authorized its transfer.

The figures for the other funds, Tables 3 to 5, speak for themselves and require no comment.

We take pleasure in according to our affiliates all over the world our grateful appreciation for their continued support and understanding.

P. DE VRIES.

General Secretary.

June 1962

BALANCE SHEET AS AT 31 DECEMBER 1960

CURRENT LIABILITIES

	£	£
SUNDRY CREDITORS:		
General Accounts	13,777	
Advances	34,544	
Amounts owing on Current Accounts	6,685	
Affiliation Fees Prepaid	736	
	<hr/>	55,742
FUNDS		
Edo Fimmen Free Trade Union Fund	6,962	
Scafarers' International Assistance, Welfare and Protection Fund	106,562	
Relief Fund	4,812	
Trade Union Foundation Fund	7,503	
Victims of Oppression Assistance Fund	2,311	
	<hr/>	128,150
General Fund	2,689	
	<hr/>	130,839

AUDITORS' REPORT:

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books. We have examined the annexed Balance Sheet, the Income and Expenditure Account of the General Fund and the other Fund Accounts which are in agreement with the books. We have issued a detailed Supplementary Report to the Executive and Management Committee of the Federation under even date. Subject thereto, in our opinion and to the best of our information and according to the explanation given to us (i) the Balance Sheet gives a true and fair view of the state of the Federation's affairs as at 31st December 1960, (ii) the Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Expenditure over Ordinary Income for the year ended on that date, (iii) the Other Fund Accounts give a true and fair view of the balances thereon as at 31st December 1960.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.
Chartered Accountants.

Norwich House,
13 Southampton Place,
London, W.C.1.
25th July 1961

£186,581

CURRENT ASSETS

	£	£
CASH AT BANKS AND WITH AGENTS		
CASH IN HAND, LONDON (including Foreign Currency)	148,286	
INVESTMENT: £7,044 3% British Transport Stock 1978/88 at Cost	959	
	<hr/>	154,019
SUNDRY DEBTORS:		
Affiliation Fees due	7,505	
Amounts due on Current Accounts	3,977	
Fund Contributions Receivable	469	
Staff Savings Account	1,714	
Advances	6,259	
Income Tax Recoverable	288	
Interest Receivable	546	
Prepayments	710	
	<hr/>	21,468
STOCK OF PAPER AND STATIONERY	50	
	<hr/>	175,537

FIXED ASSETS

FURNITURE, FIXTURES AND OFFICE EQUIPMENT:		
At cost less Sales	£8,559	
Additions during year	462	
	<hr/>	9,021
Less: Accumulated Depreciation	5,481	
	<hr/>	3,540
MOTOR CAR at Cost	2,095	
Less: Cost of Car presented to Mr. O. Becu	2,095	
	<hr/>	1
LIBRARY at Nominal Value	3,541	
	<hr/>	7,503
ASSETS HELD FOR TRADE UNION FOUNDATION FUND:		
£11,032 3% British Transport Stock 1978/88 at Cost		

£186,581

BALANCE SHEET AS AT 31 DECEMBER 1961

CURRENT LIABILITIES

	£	£
SUNDY CREDITORS:		
General Accounts	6,582	
Advances	43,728	
Amounts owing on Current Accounts	8,420	
Affiliation Fees Prepaid	606	59,336
FUNDS:		
Edo Fimmen Free Trade Union Fund	9,834	
Seafarers' International Assistance, Welfare and Protection Fund	180,129	
Relief Fund	5,197	
Trade Union Foundation Fund	7,503	
Victims of Oppression Assistance Fund	2,311	
	<u>204,974</u>	
General Fund	3,730	208,704

AUDITOR'S REPORT

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books. We have examined the annexed Balance Sheet, the Income and Expenditure Account of the General Fund and the other Fund Accounts which are in agreement with the books. We have issued a detailed Supplementary Report to the Executive and Management Committee of the Federation under even date. Subject thereto, in our opinion and to the best of our information and according to the explanation given to us (i) the Balance Sheet gives a true and fair view of the state of the Federation's affairs as at 31st December 1961, (ii) the Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Income over Ordinary Expenditure for the year ended on that date, (iii) the Other Fund Accounts give a true and fair view of the balances thereon as at 31st December 1961.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.
Chartered Accountants.

Norwich House,
13 Southampton Place,
London, W.C.1
28th June 1962.

£268,040

CURRENT ASSETS

	£	£
CASH AT BANKS AND WITH AGENTS	219,792	
CASH IN HAND, LONDON (including Foreign Currency)	576	
INVESTMENT: £7,044 3% British Transport Stock 1978/88 at Cost	4,774	225,142

SUNDY DEBTORS:

Affiliation Fees due	8,115
Amounts due on Current Accounts	2,790
Fund Contributions Receivable	5,357
Staff Savings Fund Loan Account	206
Advances	12,143
Interest Receivable	554
Income Tax Recoverable	1,312
Prepayments	30,477
	<u>50</u>

STOCK OF PAPER AND STATIONERY

255,669

FIXED ASSETS

FURNITURE, FIXTURES AND OFFICE EQUIPMENT:
at cost, less Sales

9,021

686

9,707

6,231

1,741

350

1,391

1

3,476

4,868

7,503

1

1,391

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TABLE 1.

INCOME AND EXPENDITURE FOR THE YEARS 1960 AND 1961

	1960 £	1961 £
INCOME		
1. Affiliation fees	83,120	88,536
Less: Allocation of 25% to Edo Fimmen Free Trade Union Fund	20,780	22,134
2. Other Income	2,652	535
3. Allocation from International Seafarers' Assistance, Welfare and Protection Fund		9,602
	<u>£64,992</u>	<u>£76,539</u>
EXPENDITURE		
I. SALARIES AND ALLOWANCES		
1. Salaries, National Insurance and Graduated Pension Contributions and Representation	31,968	37,358
2. Reports and Translations	72	349
II. RENT, RATES AND OFFICE EXPENSES		
3. London Office	4,094	4,348
4. New York Representation	1,010	994
5. Insurance	30	29
III. TRAVELLING AND ENTERTAINMENT EXPENSES		
6. Meetings and Conferences	13,087	12,311
7. Travelling Expenses	3,121	4,860
8. Entertainment Expenses	600	688
9. Motor Car Expenses	380	597
IV. PUBLICATIONS, LIBRARY AND STATIONERY		
10. Journals and Reports	5,509	7,226
11. ITF History		207
12. Subscriptions	329	421
13. Library	132	100
14. Stationery and Office Sundries	613	751
V. POSTAGE, TELEPHONES AND CABLES		
15. Postage	554	591
16. Telephones and Cables	1,178	1,601
VI. ACCOUNTANCY, LEGAL AND GENERAL EXPENSES		
17. Accountancy Fees	678	678
18. Bank Charges	108	157
19. General Expenses, Donations and Miscellaneous	2,074	507
20. Affiliation Fee payable	625	625
	<u>£66,162</u>	<u>£74,398</u>
Depreciation on Furniture, Fixtures and Office Equipment	£750	
Depreciation on Motor Car	350	
		1,100
		<u>£75,498</u>

TABLE 2.

EDO FIMMEN FREE TRADE UNION FUND

	£	£
Balance at 1 January 1960		388
CONTRIBUTIONS:		
Received from affiliated unions in 1960		224
Received from affiliated unions in 1961		552
Special gift from Austrian Railwaymen's Union in 1960		11,294
Grants from ICFTU International Solidarity Fund 1961:		
1961 Programme	21,034	
Contribution to Cost of Lima Conference	1,786	
Grant earmarked for Nyasaland Railways African Workers' Union	930	
	<hr/>	23,750
Grants from Swedish unions, collections of Solidarity Fund 1961		6,697
Special contribution from R.L.E.A. 1961		7,857
Allocation of 25% of 1960 affiliation fees		20,780
Allocation of 25% of 1961 affiliation fees		22,134
Transfer from Fund for Assistance to Victims of Oppression 1960		3,089
		<hr/>
		96,765
EXPENDITURE IN 1960 AND 1961:		
REGIONAL AFFAIRS		
REGIONAL OFFICES (including travel of Regional Representatives)		
African Office, Lagos	7,176	
Asian Office, Singapore	6,637	
Japanese Office, Tokyo	6,284	
Latin American Offices, Mexico 1960, Montevideo 1960, Lima 1960-61	29,831	
	<hr/>	49,928
GRANTS AND EXPENSES		
African Region		
Grants per Schedule	6,555	
Individual donations	155	
Assistance towards attendance of delegates at Berne Congress	672	
Travel in region	1,769	
Representation, W. Townsend	340	
Sundries	5	
	<hr/>	9,496
Asian Region		
Grants per Schedule	1,465	
Individual donations	88	
Assistance towards attendance of delegates at Berne Congress	634	
Travel in region	526	
Asian Transport Workers' Conference, Kuala Lumpur	3,423	
Sundries	26	
	<hr/>	6,162
European Region		
Grants per Schedule	230	
Contribution towards Transport Committee of ITF Affiliates in Common Market Countries	1,429	
Assistance towards attendance of delegates at Berne Congress	48	
Travel in region	77	
	<hr/>	1,784
		<hr/>
Carried forward		17,442

	£	£
Brought forward ...		17,442
Latin American & Caribbean Region		
Grants per Schedule	1,904	
Individual donations	56	
Assistance towards attendance of delegates at Berne Congress	614	
Travel in region	506	
Latin American & Caribbean Zone Conference, Lima	8,862	
	<hr/>	11,972
Head Office Expenses		
Director of Regional Affairs—Salary	3,091	
Secretarial and Office Services	2,000	
Rent, Stationery, Telegrams and Office Sundries ...	556	
Travel, Entertaining, Removal—Director of Reg- ional Affairs	1,972	
	<hr/>	7,619
		<hr/>
		86,931
		<hr/>
Balance at 31st December 1961		£9,834
		<hr/> <hr/>

SCHEDULE OF GRANTS

African Region

	£	£
<i>Kenya</i>		
Transport and Allied Workers	300	
Seamen	150	
Railway African Workers	2,540	
<i>Nigeria</i>		
Dock Workers	100	
Port Authority Workers	250	
Railway Technical Staff	420	
Railway & Port Transport Workers (Loan) ...	300	
Transport Staff	430	
<i>N. Rhodesia</i>		
Central African Road Workers	250	
<i>Nyasaland</i>		
Railways African Workers	751*	
Transport & Allied Workers	300	
<i>Uganda</i>		
Amalgamated Transport & General Workers ...	189	
Railways African Workers	75	
	<hr/>	6,555
Asian Region		
<i>Aden</i>		
General & Port Workers	100	
<i>India</i>		
Grants towards publication of "Maritime Labour in India"	112	
All India Railwaymen's Federation	1,000	
<i>Malaya</i>		
Railwaymen's Union (balance of loan)	253	
	<hr/>	1,465
European Region		
<i>Spain</i>		
Grants to Transport Workers and Railwaymen's Unions in Exile	230	
	<hr/>	230
		<hr/>
Carried forward		8,250

* £286 granted by ITF in 1960 plus £465 being one half of grant from ICFTU International Solidarity Fund—see contributions to fund.

	£	£
Brought forward ...		8,250
Latin American & Caribbean Region		
<i>Argentina</i>		
Locomotivemen (La Fraternidad)	500	
Railwaymen (not yet affiliated)	18	
<i>Barbados</i>		
Workers' Union	250	
<i>Brazil</i>		
Maritime Federation	178	
<i>Colombia</i>		
Civil Aviation (Ground Staff)	179	
<i>Ecuador</i>		
Civil Aviation (Braniff)	18	
<i>Panama</i>		
Seafarers	11	
<i>Peru</i>		
Civil Aviation	36	
Drivers & Conductors	89	
El Callao Stevedores	18	
Staffs	71	
<i>Uruguay</i>		
Railwaymen's Federation	536	
	<hr/>	<hr/>
		1,904

TABLE 3.

**INTERNATIONAL SEAFARERS' ASSISTANCE, WELFARE
AND PROTECTION FUND**

	£	£
Balance at 1 January 1960		51,057
CONTRIBUTIONS RECEIVED 1960		59,187
CONTRIBUTIONS RECEIVED 1961		187,728
MEMBERSHIP FEES RECEIVED 1960		1,557
MEMBERSHIP FEES RECEIVED 1961		641
Interest on Bank Deposit Accounts		3,671
		<hr/>
		303,841
1960		
London office expenses	3,044	
Cost of meetings, travelling expenses, allowances of Committee members and sundry meeting expenses	419	
Representation expenses outside headquarters	602	
General Boycott action expenses	1,174	
	<hr/>	
1961	5,239	
GRANTS:		
Dutch Seafarers' Union :		
New Welfare Centre, Europort	10,000	
Seafarers' Educational Scheme (Rotterdam)	1,000	
German Transport Workers: ÖTV Seamen's Educational Scheme, Hamburg	2,000	
United Seamen's Service, USA	7,000	
Greenwich Seamen's Hospital, UK	1,000	
International Radio Medical Centre, Rome	1,000	
Maritime Union of India : Establishing Information Centre, Bombay—first instalment	290	
	<hr/>	
	22,290	
Carried forward ...		<hr/>
		303,841

	£	£
Brought forward ...		303,841
Allocation for Services Rendered and Expenses incurred on behalf of the Fund included in Expenditure charged to General Fund, being 5% of 1961	9,602	
	31,892	
Allocations to Seamen's Unions	86,581	
	118,473	123,712
Balance at 31 December 1961		<u>£180,129</u>

TABLE 4.

RELIEF FUND

	£
Balance at 1 January 1960	4,980
Interest	1,084
	6,064
Grants and miscellaneous expenses	867
Balance at 31 December 1961	<u>£5,197</u>

TABLE 5.

VICTIMS OF OPPRESSION ASSISTANCE FUND

	£	£
Balance at 1 January 1960		2,311
Received from Affiliated Unions for Tanganyika African Railwaymen's Appeal		5,072
		7,383
Grants, Strike Relief and Representative's Expenses (Tanganyika African Railwaymen)	1,983	
Transfer to Edo Fimmen Free Trade Union Fund, being balance of Tanganyika African Railwaymen's Appeal	3,089	
		5,072
Balance at 31 December 1961		<u>£2,311</u>

Revision of the Constitution

Motion from the Executive Committee of the ITF to the 27th Congress of the ITF, meeting in Helsinki from 25th July to 4th August 1962

That this 27th Congress of the International Transport Workers' Federation, meeting in Helsinki from 25th July to 4th August 1962, resolves to revise the Constitution of the International Transport Workers' Federation so as to read as follows:

Preamble

The International Transport Workers' Federation, founded in 1896, is an international organization, which aims to embrace the transport workers' trade unions of all countries, irrespective of colour nationality, race or creed.

It is a free trade union body, established to defend and further internationally the economic and social interests of transport workers of all kinds, and their trade unions. It stands for the defence of democracy and freedom and is opposed to colonialism, totalitarianism and aggression in all their forms.

Its activities shall be governed by the following Constitution, in which the term "the Federation" shall be understood to mean the International Transport Workers' Federation.

Rule I—Aims

The aims of the Federation shall be:

- (a) to support national and international action in the struggle against economic exploitation and political oppression and to make international working-class solidarity effective;
- (b) to co-operate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;
- (c) to seek universal recognition and enforcement of the right to organize in trade unions;
- (d) to defend and promote, internationally, the economic, social and occupational interests of all transport workers;
- (e) to represent transport workers in international agencies performing functions which affect their social, economic and occupational conditions; and
- (f) to furnish affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

Rule II—Methods

The Federation shall seek to achieve these aims by:

- (a) establishing and maintaining close relations among transport workers' unions of all countries;
- (b) helping to organize transport workers in countries where they are unorganized or only partly organized and assisting weak organizations in worthy cases, in particular by enlisting the support of public opinion for improvements in social conditions in the countries concerned;
- (c) promoting, establishing and operating schemes of mutual assistance among transport workers' trade unions of different countries and supporting transport workers' trade unions engaged in disputes;
- (d) co-operating with other international bodies; and
- (e) collecting and distributing information about the working and living conditions of transport workers and matters affecting those conditions, such as national and international legislation, regulations relating to work in the transport industries, technical developments affecting the life and work of transport workers, and organization, ownership and management of transport industries.

Rule III—Membership

1. All trade unions and associations of trade unions catering for persons engaged in any capacity in any transport industry, whether publicly or privately owned or operated, are eligible for affiliation to the Federation, provided that:

- (a) they subscribe to the aims of the Federation as defined in this Constitution;
- (b) their constitution and practice ensure democratic conduct of their affairs; and
- (c) they undertake to fulfil the obligations arising from affiliation.

2. Applications for membership of the Federation shall be submitted in writing to the Executive Board, which shall have power to accept or reject them after consultation with affiliated organizations in the countries from which the applications come. An organization may appeal against the rejection of its application to the General Council. Organizations consulted on such an application in accordance with this rule may appear before the General Council on the occasion of an appeal to state reasons for supporting or opposing the application concerned.

Rule IV—Obligations of Affiliated Organizations

Membership of the Federation shall not involve any sacrifice of autonomy by the affiliated organizations, but they shall assume the following obligations:

- (a) to pay affiliation fees at the rates and under the conditions laid down by the appropriate bodies of the Federation;
- (b) to furnish any information which may be of interest to the Federation;
- (c) to co-operate in carrying out the decisions of the governing bodies of the Federation, and to report to the Federation on the action taken to that end and its result, or on the reasons why no action is taken; and
- (d) to make known to their members the principles, policy and decisions of the Federation and to report to their governing bodies on its activities.

Rule V—Withdrawal, Lapse of Membership, Suspension and Expulsion

1. An affiliated organization shall give one year's notice of withdrawal. Financial obligations shall not cease before the expiration of such notice.
2. The General Council may, on the recommendation of the Executive Board, declare that an affiliated organization's membership of the Federation has lapsed by virtue of its failure, after due warning, to meet the financial obligations laid upon affiliated organizations by Rule IV of this Constitution. The Executive Board shall give the organizations concerned reasonable notice of its intention to make such a recommendation.
3. The Executive Board shall have authority to suspend from membership of the Federation an affiliated organization which, in the Executive Board's judgment, has acted against the interests of the Federation, or has ceased to come within the terms of eligibility for membership given in Rule III. The Executive Board shall also have authority to lift a suspension for which, in the Executive Board's judgment, there is no longer justification.
4. An affiliated organization shall be informed immediately why it has been suspended and shall have the right to appeal against suspension to the General Council.
5. The General Council shall have authority to expel an affiliated organization.
6. An appeal against a decision of the General Council under paragraphs 2 and 5 of this Rule may be made to an Ordinary Congress.

Rule VI—Congress

1. There shall be a Congress which shall have supreme authority.
2. An Ordinary Congress shall take place every three years at a time and place to be decided by the Executive Board. An Extraordinary Congress shall take place (a) at the discretion of the Executive Board or (b) at the written request of affiliated organizations together representing at least one third of the Federation's paid-up membership and from at least five countries. An Extraordinary Congress shall take place at a time and place decided by the Executive Board, but not later than six

months after the submission of a request in accordance with (b) of this paragraph.

3. Every affiliated organization which has paid its affiliation fees for the quarter immediately before a Congress shall be entitled to representation at Congress.

4. Other affiliated organizations may be allowed representation by special decision of a Congress on the recommendation of its Credentials Committee.

5. The number of Congress delegates to which affiliated organizations are entitled shall be as follows:

(As in existing version of Rule VI, para. 5.)

6. Paid-up membership shall be the number of members for which affiliation fees are paid at the standard rate. In the case of organizations which, with the Executive Board's consent, pay affiliation fees at a reduced rate, paid-up membership shall be registered membership reduced to the extent that the rate of affiliation fees has been reduced. This definition of paid-up membership shall be generally applicable in the interpretation of this Constitution.

7. Provided written notification of its action is given to the Secretariat, an affiliated organization may nominate the delegation of another organization to act on its behalf at a Congress, but no delegation may represent more than three organizations in addition to its own.

8. An affiliated organization may add a reasonable number of advisers to its delegation.

9. At its first session a Congress shall elect a Credentials Committee to examine the credentials of delegations and make recommendations to the Congress accordingly. No card vote or further elections shall take place until the report and recommendations of the Credentials Committee have been dealt with by Congress.

10. Voting at a Congress shall be by show of hands or by card vote. A card vote shall be taken when prescribed by this Constitution or demanded by three delegations or the Executive Board before a vote is taken.

11. The number of votes to which a delegation is entitled in the event of a card vote shall be equal to the paid-up membership of the organization it represents. In the case of organizations coming within paragraph 4 of this rule, voting strength shall be determined by Congress on the recommendation of its Credentials Committee.

12. Decisions shall be taken by simple majority except on matters for which this Constitution sets other requirements.

13. The Federation shall not contribute to meeting the cost of a delegation's attendance at a Congress unless, in special cases, the Executive Board decides otherwise.

14. Procedure at a Congress shall be governed by this Constitution and by Standing Orders which the Congress shall adopt on the basis of a recommendation from the Management Committee, which shall act as a Congress Standing Orders Committee.

15. The agenda for each Ordinary Congress shall include the following items:

- (a) Report on activities;
- (b) Financial and auditors' report;
- (c) Elections;
- (d) Motions;
- (e) Such other items as the Executive Board may decide.

16. Motions for consideration by an Ordinary Congress shall be submitted so as to reach the Secretariat at least four months before the Congress begins. The final agenda of an Ordinary Congress shall be issued to affiliated organizations at least two months before the Congress begins. Emergency motions may be presented to an Ordinary Congress, but shall only be discussed if the Standing Orders Committee decides that they are truly of an urgent character and could not have been submitted with the notice prescribed above.

17. Amendments to motions placed on the agenda of an Ordinary Congress shall be submitted so as to reach the Secretariat at least one month before the Congress begins.

18. The agenda of an Extraordinary Congress shall be decided by the Executive Board. When an Extraordinary Congress is convened at the request of affiliated organizations, in accordance with paragraph 2 of this Rule, the Executive Board shall distribute documents submitted by those organizations together with any further documents which the Executive Board feels the Congress should receive.

Rule VII—General Council

1. There shall be a General Council which shall be next in authority to the Congress.
2. The functions of the General Council shall be those prescribed in this Constitution or delegated to the General Council by a Congress.
3. The General Council shall consist of members and their deputies, elected by each Ordinary Congress, and the General Secretary.
4. The membership of the General Council shall be a reasonable reflection of the geographical and industrial composition of the membership of the Federation.
5. The election by Congress of the General Council shall take place from among nominations made by national or regional electoral groups of affiliated organizations represented at Congress. Voting, where necessary, either within the electoral groups or by Congress as a whole, shall be by secret card vote in accordance with Rule VI paragraph 11 of this Constitution.
6. The composition of the national or regional electoral groups and the number of nominations which each group is entitled to make shall be decided by Congress on the recommendations of the Executive Board.

7. Every delegation to Congress shall have the right within its group to submit candidates for nomination in the election of the General Council.

8. Affiliated organizations with a paid-up membership of less than 100,000 may each have no more than one member of the General Council and others no more than two each.

9. The General Council shall meet immediately after each Ordinary Congress and on other occasions should the Executive Board decide that further meetings are necessary.

10. Members, deputy members attending in the absence of members, and the General Secretary shall have the right to vote at meetings of the General Council. Voting shall be by show of hands or by secret ballot, each person having one vote. Decisions shall be taken by a simple majority.

11. Chairmen of industrial sections and deputy members other than those to whom paragraph 10 applies shall have the right to attend meetings of the General Council as advisers.

12. The Federation shall not contribute to meeting the cost of attendance at meetings of the General Council, unless, in special cases, the Executive Board decides otherwise.

13. Deputy members shall become members of the General Council if the members for whom they deputize leave the General Council between Ordinary Congresses. Resultant vacancies among deputy members shall be filled by the Executive Board after consultation with the affiliated organizations in the national or regional electoral groups which nominated the deputy members to be replaced.

Rule VIII—Executive Board

1. There shall be an Executive Board which shall exercise a general direction of the Federation's affairs between Ordinary Congresses and the meetings of the General Council; implement policies decided by those bodies; and have those particular functions prescribed in this Constitution.

2. The Executive Board shall consist of twenty-six members, elected by each Ordinary Congress, and the General Secretary.

3. The membership of the Executive Board shall be a reasonable reflection of the geographical and industrial composition of the Federation.

4. The election by Congress of the Executive Board shall take place from among nominations made by regional electoral groups of affiliated organizations represented at Congress. Voting, where necessary, either within the electoral groups or Congress as a whole, shall be by secret card vote in accordance with Rule VI paragraph 11 of this Constitution.

5. The composition of the regional electoral groups and the number of nominations which each group is entitled to make shall be decided by Congress on the recommendation of the Executive Board.

6. Every delegation to Congress shall have the right within its group to submit candidates for nomination in the election of the Executive Board, but candidates must be members of the General Council.
7. The following conditions shall be attached to the election:
 - (a) No more than one half of the members of the Executive Board may be connected exclusively with the same branch of the transport industry; and
 - (b) no organization may have more than one member of the Executive Board.
8. If vacancies occur in the membership of the Executive Board between Ordinary Congresses, the Executive Board shall have authority to co-opt sufficient members to bring the Executive Board to full strength. Before doing so, the Executive Board shall consult member organizations in the regional electoral groups which nominated the members to be replaced and shall observe the conditions laid down in paragraph 7 of this rule. Members co-opted in this manner shall have the same rights as elected members.
9. The Executive Board shall meet at least once each year and on other occasions should the Executive Board or the General Secretary, in consultation with the President and Vice-President, decide that further meetings are necessary.
10. All members, including the General Secretary, shall have the right to vote at meetings of the Executive Board. Voting shall be by show of hands or by secret ballot, each member having one vote. Decisions shall be taken by a simple majority.
11. The Executive Board shall have the general right to create sub-committees and determine their composition and terms of reference.
12. The costs of members' attendance at meetings of the Executive Board and its sub-committees shall be met by the Federation.

Rule IX—Management Committee

1. The Executive Board shall designate six of its members to form, together with the President, Vice-President and General Secretary, a Management Committee.
2. The Executive Board may delegate its functions and authority to the Management Committee as it thinks fit.
3. The Management Committee shall meet at least three times each year and on other occasions should the General Secretary, in consultation with the President and Vice-President, decide that further meetings are necessary.
4. Each member of the Management Committee shall have the right to vote. Voting shall be by show of hands or by secret ballot, each member having one vote. Decisions shall be taken by a simple majority.
5. The costs of members' attendance at meetings of the Management Committee shall be met by the Federation.

Rule X—President and Vice-President

1. The President and Vice-President of the Federation shall be elected by the General Council, from among the members of the Executive Board, for a period which shall end with the close of the next ordinary Congress. They shall be eligible for re-election.
2. The President or, in his absence, the Vice-President shall preside over meetings of the Federation's governing bodies.
3. The President and Vice-President shall be entitled to attend all meetings convened by the Federation.
4. Travelling and subsistence expenses incurred by the President and Vice-President on behalf of the Federation shall be borne by the Federation.

Rule XI—Secretariat

1. There shall be a General Secretary, elected at each Ordinary Congress. The General Secretary shall be eligible for re-election.
2. There shall be at least one Assistant General Secretary who shall be appointed by the Executive Board.
3. There shall be Secretaries of departments or industrial sections who shall be appointed by the Executive Board. It shall be open to an industrial section to propose the appointment of a Secretary.
4. The salaries and conditons of service of the General Secretary, Assistant General Secretaries and Secretaries shall be laid down by the Executive Board.
5. The General Secretary shall be responsible to the Executive Board for the general administration of the Federation's affairs, for the implementation of decisions taken by the Federation's governing bodies and for those other functions given him by this Constitution.
6. Assistant General Secretaries shall, when possible, attend Congresses and meetings of the General Council and Executive Board. They shall carry out duties prescribed by the General Secretary and shall act under his direction.
7. Secretaries of departments or industrial sections shall administer the work of their sections or departments under the direction of the General Secretary.
8. The General Secretary may appoint such staff at the Federation's headquarters as are necessary. The salaries and conditions of service of the staff shall be decided by agreement between the Executive Board and the trade union or unions to which the staff belong.
9. After consultation with the Executive Board, the General Secretary may appoint staff to work in offices of the Federation, other than the headquarters. The salaries and conditions of service of the staff shall be decided by agreement between the Executive Board and the trade union or unions to which the staff belong, or directly between the Executive Board and the staff concerned.

10. The Executive Board shall have the right to suspend the General Secretary, Assistant General Secretaries or Secretaries, with or without salary, provided the person or persons faced with suspension are first given the reasons for such a step and an opportunity to state a case before the Executive Board. There shall be a right of appeal against suspension to Congress.

Rule XII—Publications

The Federation shall issue those publications for which, in the Executive Board's judgment, there is a reasonable demand.

Rule XIII—Headquarters

The location of the Federation's headquarters shall be determined by the Congress and may only be changed by the adoption by Congress of an appropriate motion submitted in accordance with Rule VI, paragraph 16 of this Constitution.

Rule XIV—Regional Organization

The Executive Board shall have authority to establish regional offices or bodies of the Federation and to determine their terms of reference.

Rule XV—Industrial Sections

1. The Executive Board may set up industrial sections to deal with matters specifically concerning individual branches of the transport industry.
2. Conferences of the industrial sections shall be held in the course of each Ordinary Congress and at other times should the Executive Board decide that a conference is necessary. Every affiliated organization shall have the right to take part in the activities of the section or sections catering for the branch or branches of the transport industry in which it has membership.
3. Industrial sections may elect a section chairman, vice-chairman and any other officers, committees or sub-committees at the section conference held in the course of an ordinary Congress.
4. Meetings of section committees or sub-committees shall be held at the discretion of the Executive Board in consultation with the section chairman concerned.
5. Any decision taken by a section meeting which affects, directly or indirectly, the affairs of the Federation as a whole or of any other section or sections shall be given effect only after endorsement by the Executive Board.
6. Voting at section meetings may be by show of hands or by secret ballot. Each affiliated organization shall be entitled to one vote.
7. The costs of attendance of representatives at section meetings shall be borne by the organizations they represent.

Rule XVI—Assistance in Major Disputes

1. Affiliated organizations may call upon the Federation for assistance in disputes of major importance.
2. The Federation shall be given as much notice as possible of the likelihood of such a dispute and as much information as possible on the issues and the workers involved.
3. The General Secretary shall consult with and keep informed all affiliated organizations concerned in any action which the Federation takes or contemplates taking in support of an affiliated organization in dispute.
4. In urgent cases and after consultation with the Executive Board, the General Secretary may request affiliated organizations to give financial assistance to an affiliated organization in dispute.
5. The General Secretary shall report to the Executive Board at the first opportunity on any assistance given in accordance with this rule.

Rule XVII—Affiliation Fees

1. The Congress shall fix the standard rate of affiliation fees payable by affiliated organizations.
2. Affiliation fees shall be payable quarterly in advance.
3. The Executive Board shall have authority to call for supplementary payments from affiliated organizations to meet any essential commitments. It shall also have authority to fix an affiliation fee lower than the standard rate for organizations which show, to the Executive Board's satisfaction, that the standard rate is more than they can reasonably afford.

Rule XVIII—Finance and Auditing

1. The General Secretary shall receive and be responsible for all moneys paid to the Federation.
2. The General Secretary shall prepare and submit for the approval of the Executive Board an annual budget of income and expenditure.
3. The General Secretary shall be responsible for keeping the accounts of the Federation and shall produce such books and documents as may be required. He shall submit to the Federation's governing bodies proper accounts of income and expenditure, with such reports and comments as he may judge necessary or may be requested.
4. The accounts of the Federation shall be audited by a qualified accountant appointed by the Executive Board. The accountant shall present his ordinary report at the close of each financial year but shall present extraordinary reports when requested by the Executive Board, the General Council or the Congress. All his reports shall be communicated to the Executive Board.
5. Financial transactions of the Federation shall be supervised and checked by three auditors elected by the Congress from among officials of affiliated organizations located reasonably near the headquarters

of the Federation. Auditors shall at all times have access to the books and accounts of the Federation.

6. The auditors shall report every year on their findings. The General Secretary shall pass their reports to the Executive Board and to the Congress.

Rule XIX—Dissolution of the Federation

1. The dissolution of the Federation may be decided upon by the Congress alone, after a motion to that effect has been placed on the agenda in accordance with Rule VI paragraph 16.

2. A motion to dissolve the Federation shall be submitted to a card vote and must receive at least three quarters of the valid votes cast to succeed. The motion shall stipulate how the assets of the Federation shall be disposed of and how the obligations of the Federation towards its staff and officers are to be met.

Rule XX—Validity and Amendment of Constitution

1. This constitution shall take effect upon its adoption by the Congress.

2. The Congress alone shall have authority to amend the Constitution. Motions to amend the Constitution shall be submitted to a card vote and must receive at least two thirds of the valid votes cast to succeed.

Comments by the Executive Committee on its proposed texts

A number of delegates to the Berne Congress expressed dissatisfaction with what they believed to be deficiencies in the ITF Constitution. Complaints of this kind are not new and hardly surprising, for the ITF Constitution has been changed very little in substance for many years past during which the ITF has undergone vast changes, virtually a transformation, in its membership and activities. In view of the widespread and growing dissatisfaction with the present text, the Executive Committee decided at its meeting in November 1960 to set up a special sub-committee to consider revision of the Constitution and make recommendations to the Executive Committee.

The sub-committee was composed of the President, the Vice-President, Brothers Laurent, Kanne, Seibert, Sir Thomas Yates (Chairman of the Management Committee), and the General Secretary, and met three times: on 22nd March 1961 (London) 3rd and 4th August 1961 (London) and 10th and 11th October 1961 (Geneva).

At the third of these meetings, the sub-committee decided to submit to the Executive Committee revised constitutional texts relating to the Congress, General Council, Executive Board (that is the present Executive "Committee"), Management Committee, Secretariat and Industrial Sections. The General Secretary was authorized to draft revised texts for the other parts of the Constitution where revision would be mainly stylistic or, if of substance, uncontroversial. The new texts which emerged from the sub-committee's work and amounted almost to a complete re-writing of the ITF's Constitution were considered and adopted, after some amendment, by the Executive Committee at its meeting from 15–17 November 1961. The Executive Committee also

agreed that the texts should be submitted to affiliated organizations and presented to the ITF's 1962 Congress in the form of a revised Constitution, the adoption of which will be proposed by the Executive Committee.

The comments which follow, the notes attached to the comments which explain in detail the new drafting, and a careful comparison between the old and the new versions will give a clear indication of the scope and profundity of the revision which the Executive Committee has proposed.

The General Approach

The Executive Committee has paid particular attention to the form and functions of the ITF's governing bodies. It has tried to produce a policy-making, executive and administrative structure which would (a) be efficient and economical and (b) at the same time give a reasonable opportunity to affiliated organizations to play their part in the taking of decisions.

The potential conflict between the two objectives is most obvious in the case of the Congress and the frequency of its meetings. It was only after exhaustive discussions on the form and functions of the other governing bodies had produced adequate recompense for the loss which a triennial, rather than biennial, Congress might mean to some affiliates, that the sub-committee—and later the Executive Committee—decided to propose the adoption of the former. Financially and administratively, the case for a triennial Congress is unanswerable: a biennial Congress consumes more of the ITF Secretariat's time (and therefore the ITF's money) than the ITF can afford. Congress is, on the other hand, the broadest of the ITF's forums, and the less it meets the more essential it is to spread responsibility for the taking of decisions between its meetings. The balance which the Executive Committee has sought between efficiency and breadth of participation could not, moreover, be struck by providing for more frequent meetings of the General Council, since such meetings are expensive and hardly less work for the Secretariat than a Congress itself. They would aggravate rather than alleviate the present difficulties and as a means of gathering representatives of affiliated organizations together, would be no more effective than the various sectional meetings which would continue to take place.

The Executive Committee has therefore turned its thoughts to the composition and functions of the Executive Committee and the possibility of making its membership more representative than at present.

The Executive Board

The most obvious step is to increase the size of the Executive Committee to an extent compatible with the performance of "executive" functions—for which very large bodies are unsuitable—and the need to keep expenditure on meetings within reasonable limits; hence the proposal of an Executive Committee consisting of twenty-six elected members and the General Secretary.

The new Executive Committee (to be known in English as the Executive "Board") would meet ordinarily only once a year. It should

be concerned in the main with matters of principle or policy, which would not require frequent meetings, and meetings of twenty-six members would in any event be too expensive to be called more often than was absolutely necessary.

As to the composition of the new body, the Executive Committee has recommended that the practice of co-option should be ended except for the filling of casual vacancies, a reform which it feels would have two distinct advantages. Firstly, it will end the sense of "second-class citizenship" which co-option conveys to many of the ITF's unions in the "regions" and which remains unshaken by the fact, however indisputable, that co-opted members have exactly the same rights as elected members. In many quarters co-option is regarded as offensively paternalistic, crumbs from the big affiliates' table. Secondly it would relieve the Executive Board of the delicate selection of a few members from many contenders. If all the members from the regions were elected, defeated candidates would have only the democratic process to blame—a far more formidable target than a small body such as the Executive Board, which would always be vulnerable, even if unfairly, to charges of favouritism.

The system of co-option has been justified as the only means, under the present system, of giving seats on the Executive Committee to the regions, for in most cases unions there carry little voting strength at Congress. If co-option were ended the representation of the regions would therefore have to be safeguarded in an election. The first thought was to do so by specifying in the Constitution a minimum number of seats on the Executive Board for each continent in which the ITF has a reasonable membership. This would, however, have added yet another condition to the Executive Board election, for it had already been decided to retain the limitation on the proportion of members from any one section and to limit each organization to one seat.

An election hedged around by a great number of ifs and buts would be at best bewilderingly complicated and at worst impossible. After considerable reflection the Executive Committee has decided to recommend that the Executive Board should be elected by Congress as a whole, as at present, but from among a limited number of nominations made by regional electoral groups of affiliated unions represented at Congress. The Congress would decide, on the recommendation of the out-going Executive Board, the composition of the groups and the number of nominations each could make. The Executive Board's recommendation would be made after a study of the Federation's geographical and industrial composition, of which the Executive Board's membership must be a "reasonable reflection". The Executive Committee believes that an election conducted in this manner would be far more manageable when it came to the point of applying the various limitations. If, within any group, the number of candidates for nomination exceeded the number of nominations the group was entitled to make, the group would elect its nominees by secret card vote.

The Executive Committee does not feel that the new electoral system it proposes would be any less democratic than the old. The

Congress as a whole would still have the all-important right to reject or amend the Executive Board's recommendation and to approve or reject any nominations made by the electoral groups.

The Executive Committee has not retained in its proposals the limitation of one member per country which exists in the present text. It has taken the view that if the Executive Board is to be more representative than the present Executive Committee it might be necessary not only to increase the number of countries represented but to allow those countries with an exceptionally large paid-up membership to have more than one member. It has deliberately omitted to specify any formula governing this point, for it feels that the injunction that the membership of the Board "shall be a reasonable reflection of the geographical and industrial composition of the Federation" affords an adequate safeguard against abuse of this freedom. The Executive Board and Congress could also obviate the possibility of abuses when laying down the composition of the regional electoral groups and the number of nominations which a group could make.

The Executive Committee has not provided for deputies to Executive Board members. It feels that continuity of membership is of great importance to a body such as the Executive Board. It was mainly for this reason that the Berne Congress rejected a proposal to have substitutes for Executive Committee members and there are no new factors to indicate that that view was mistaken.

The Management Committee

If the Executive Board met only once a year, there would have to be a body able to deal with detail or routine and to act quickly in an emergency. These functions would be executed by a Management Committee, consisting of six members of the Executive Board and the President, Vice-President and General Secretary.

The Executive Committee envisages that the new Management Committee would have the functions of the old, together with whatever further functions and authority the Executive Board cared to give it. At its first meeting the new Executive Board would lay down what duties it wished the Management Committee to perform on its behalf: these would probably be mostly administrative but the Executive Board would be quite entitled to go further and give the Management Committee authority to deal with matters such as applications for affiliation. The Executive Board should be given ample latitude to devise in the light of experience a division of work and responsibility with the Management Committee that would give the ITF the flexibility and efficiency of operation which it must have. In shedding some of its load to the Management Committee, the Executive Board would in no sense diminish its own importance, for it would exercise control over the Management Committee's membership and terms of reference.

Two main reasons justify the proposal to increase the size of the Management Committee and change its composition. Firstly, the prospect of its being given far greater authority and broader interests than the present body makes it prudent to add to the number of members involved in the taking of what could often be important decisions. Secondly, the ITF has long ceased to be a European organization with

a few outposts in other continents. It is now a genuinely world-wide body and the Management Committee, elevated in significance by the sub-committee's proposals, ought also to be international in character so as to be placed beyond suspicion that its actions were coloured by any one national outlook.

In making its proposals, the Executive Committee has not been unmindful of the magnificent contribution which the Management Committee in its present form has made to the ITF for many years. It believes, however, that the changes it has suggested form a logical part of the new structure proposed for the governing bodies as a whole.

The General Council

For some years now the functions of the General Council have been few and its meetings confined to those immediately after a Congress. The Executive Committee has discussed at some length whether the time had not come to abolish the General Council and distribute its functions among other governing bodies.

The Executive Committee finally decided, however, that the General Council should be retained. It is a governing body, second in authority only to the Congress, on which a large number of affiliates can have full or deputy members and thus the chance to make their voices heard. To many organizations with little chance of having a member elected to the Executive Board the General Council has great symbolic importance. Furthermore, although the functions of the General Council are few and rarely exercised in full, they can be of crucial importance. Membership of the General Council is not an empty office. At times—for example in cases of expulsion—it can carry the heaviest responsibility.

The method proposed for the election of the General Council is similar to that of the Executive Board.

The notes appended to these comments in part deal with matters of detail relating to the important changes proposed by the Executive Committee and discussed above, and for the rest point to proposed changes of comparatively minor significance which do not merit lengthy explanation.

The purely stylistic amendments to the present texts might not be necessary in every official language. In some cases, they are very slight, but it was felt that having undertaken a revision of the Constitution, even small amendments were worthwhile.

Notes on Proposed Texts

Preamble: There are slight stylistic amendments in the first two paragraphs of the English version.

In the third paragraph, the definition of the term “the Federation” has been added.

Rule I: The changes, including the title, are slight, stylistic and in the English version only.

- Rule II:** A few stylistic changes.
- Rule III:** Very slight stylistic change in *Paragraph 1*.
 In paragraph 2 there has been an amendment of substance. The General Council has been given the task of hearing appeals against the rejection of an application for affiliation. The present provision for an organization to re-submit a rejected application to Congress has been omitted. Congress is an unsuitable instrument for such a task and provision for an appeal to the General Council should suffice.
- Rule IV:** A few stylistic changes.
- Rule V:** *Paragraph 1*: slight stylistic changes.
Paragraph 2: apart from stylistic changes, the present provision for a copy of an Executive Committee report to be sent to an organization at the same time as to the members of the General Council has been dropped. It is obviously absurd as the General Council is only elected about two days before it meets! Instead, an organization is to receive "reasonable warning" of an Executive Committee recommendation that its membership should lapse.
Paragraph 3: the Executive Committee has been given authority to lift, as well as impose, suspensions.
Paragraph 4: this is the last sentence of the present paragraph 3.
Paragraph 5: this last part of the present paragraph 4 has been dropped as superfluous.
Paragraph 6: very slight change as consequence of re-numbering of other paragraphs.
- Rule VI:** This is an almost completely new draft. The only important change of substance has been the introduction of triennial, rather than biennial ordinary Congresses. The other parts of the draft mainly represent an attempt to express much more clearly the intention behind the present text—for example the present provision on voting is so loosely worded that it would be theoretically possible to change the Constitution by a show of hands and a simple majority—and to write into the Constitution certain practices which have long had general, if unofficial, approval—for example, provision for the Executive Board to help meet costs of attendance. Special attention is drawn to the following:
Paragraph 2: In the new draft organizations demanding an Extraordinary Congress must represent *five* countries and *one-third* of the membership. The pre-

sent requirement of *three* countries and *one-fourth* of the membership seems dangerously modest. The Executive Board would be obliged to act on such a demand within a period of six months.

Paragraph 6: it has been made clear that the definition of "paid-up" membership is generally applicable.

Paragraph 7: written notification of delegations acting as proxy for other organizations is demanded—a necessary safeguard.

Paragraph 15: the present agenda items regarding location of headquarters and fixing of affiliation fees have been dropped. There is no reason why they should be standing items on the agenda.

Paragraph 17: for the first time, provision has been made for written amendments to motions to be submitted in time for their distribution to affiliated organizations before a Congress. Amendments could still be submitted to Congress itself but there is an obvious advantage in having notice of amendments where possible.

Rule VII:

Almost all the formulae governing membership of the General Council in the present text have been discarded for the simple reason that they no longer work. They rest on "paid-up" membership and their strict application would almost denude the General Council of members from the "regions".

About half the seats on the present General Council could only be filled at the Berne Congress by a special decision to waive the constitutional provisions. The electoral procedure proposed here is simpler and much more flexible. The other provisions speak for themselves. Attention is drawn, however, to *Paragraph 12*. Since meetings of the General Council will almost invariably follow a Congress, for which delegates pay for themselves it has been thought worthwhile to state that the Federation will not normally meet the costs of attendance at General Council meetings.

Rule VIII:

The comments say almost all that needs saying about this new draft. *Paragraph 11* gives the Executive Board authority to create sub-committees—a right the present Executive Committee has never formally had!

Rule IX:

See the comments.

Rule X:

The changes are slight, stylistic or the result of other changes, except in *Paragraph 3* where the Vice-President, in addition to the President, has been given the right to attend all ITF meetings.

Rule XI: The following are changes of substance. Others are stylistic.

Paragraph 6: the insertion of "when possible" in the new text makes it clear that Assistant General Secretaries' attendance would not be mandatory, but would be subject to their being free from other commitments which would have to take priority or to circumstances which justified their absence.

Paragraph 9: this provision regarding staff in offices other than the headquarters is partly covered by the present Rule XIV on "Regional Organization" but that Rule is untidy, with its provisions on "sub-secretariats". The new draft is simpler. Consultation with the Executive Board on appointments is stipulated because such appointments often raise issues not encountered in appointments at headquarters; for example, they might involve the payment of special, and perhaps expensive, allowances. Direct negotiations with staff on wages and working conditions are allowed for because there might not be an appropriate union for the staff concerned to join and negotiate for them.

Paragraph 10: the Executive Board has been given authority to suspend the Assistant General Secretaries and Secretaries as well as the General Secretary. All have been given a chance to defend themselves before the Executive Board and to appeal against suspension to Congress.

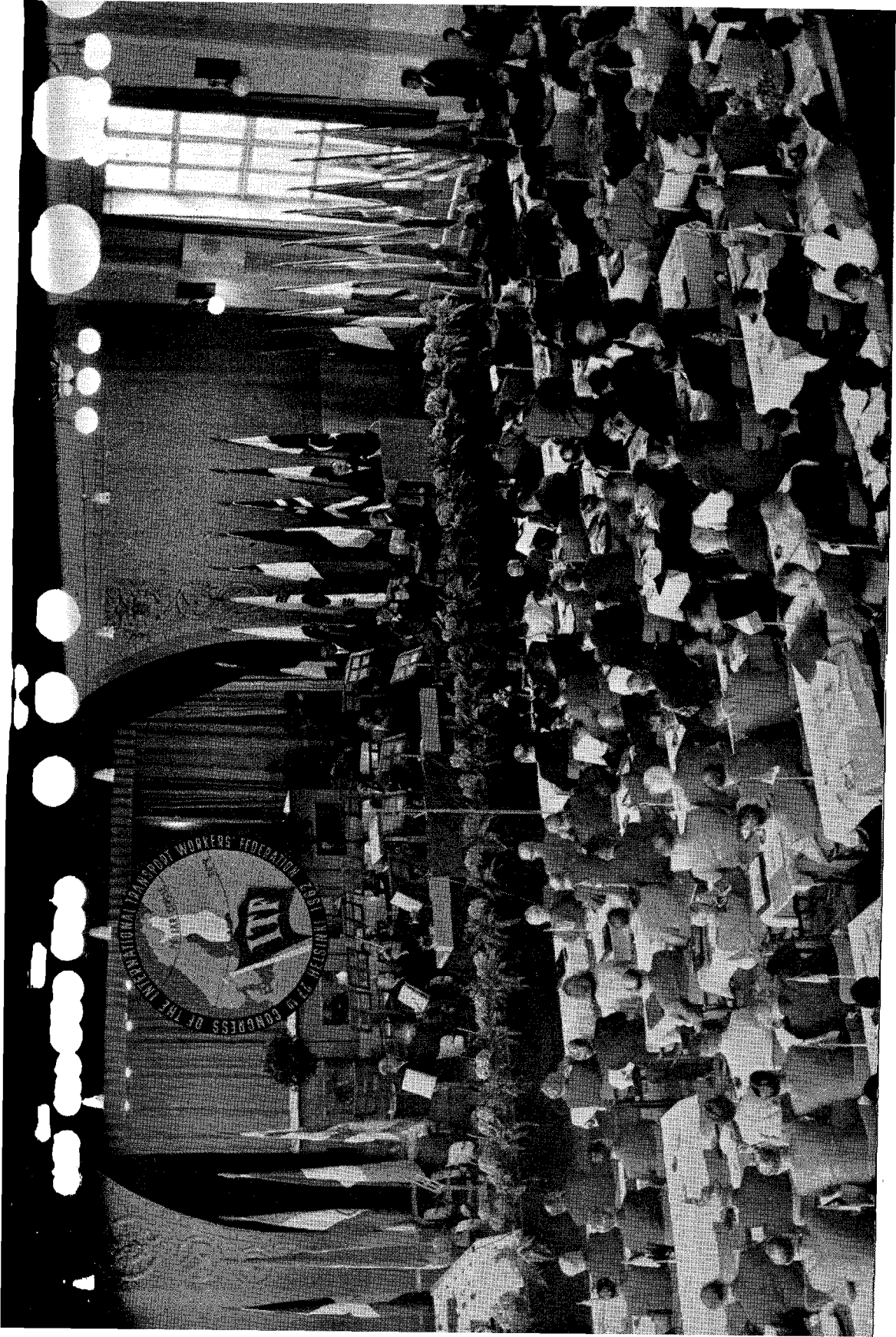
Rule XII: The new draft leaves the Executive Board to judge what publications are needed. The present provisions are needlessly restrictive. There is nothing in the new draft to prevent the Executive Board from arranging with certain affiliates for them to bear all or some of the costs of a publication.

Rule XIII: Stylistic change in English version.

Rule XIV: The present text is wordy and needlessly restrictive. The new draft gives the Executive Board freedom to fashion regional organizations or offices to meet the particular needs of individual regions. See also notes on Rule XI, *Paragraph 9*.

Rule XV: This is a new draft. For the first time, provision has been made for section committees and officers (*Paragraph 3*), and for voting at section meetings (*Paragraph 6*). With regard to the latter, the sub-committee thought card voting would be wrong in principle at such meetings and extremely difficult administratively, involving all the complications of credentials committees and determination of voting strengths. *Paragraph 6* contains a new and necessary safeguard.

- Rule XVI:** This is a new draft which includes all the worthwhile elements of the present texts but is less wordy. In *Paragraph 5* a report to the Executive Board is called for, instead of the present demand for a "full account" to Congress. Congress has enough documentation as it is and would certainly not appreciate a "full" account of such cases.
- Rule XVII:** *Paragraph 1* is unchanged.
- Paragraph 2:* the latter part of the present text has been dropped. It is obviously absurd to ask an organization accepted into membership in, say, August, to pay fees for "all members *affiliated* on 31st December of the preceding year".
- Paragraph 3:* has been worded much more tidily and the present provision for an investigation into the financial capacity of an organization to pay the full rate of affiliation fees has been dropped. To expect the Executive Board to be able to make such an investigation is wishful thinking of a high order. In the new text, the Executive Board has merely to be satisfied that a concession is justified.
- Rule XVIII:** The changes are stylistic or the result of changes in the name or functions of the governing bodies.
- Rule XIX:** The changes are few and result from changes in other parts of the Constitution.
- Rule XX:** *Paragraph 2* is new and makes the procedure for amending the Constitution clear.



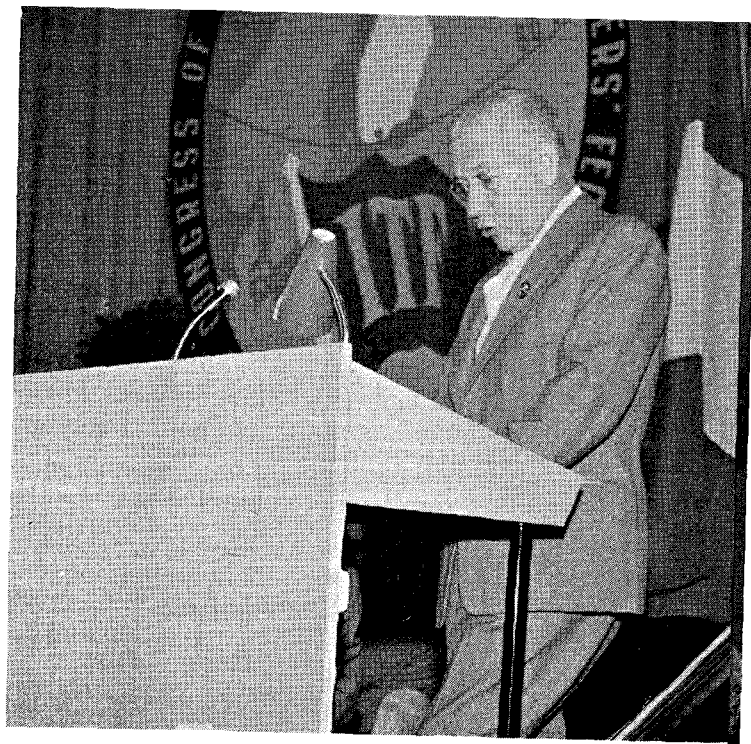


**Brother R. Dekeyzer,
the President**



**Brother P. de Vries,
General Secretary**

**Brother N. Wälläri, Chairman
of the Finnish Reception
Committee**

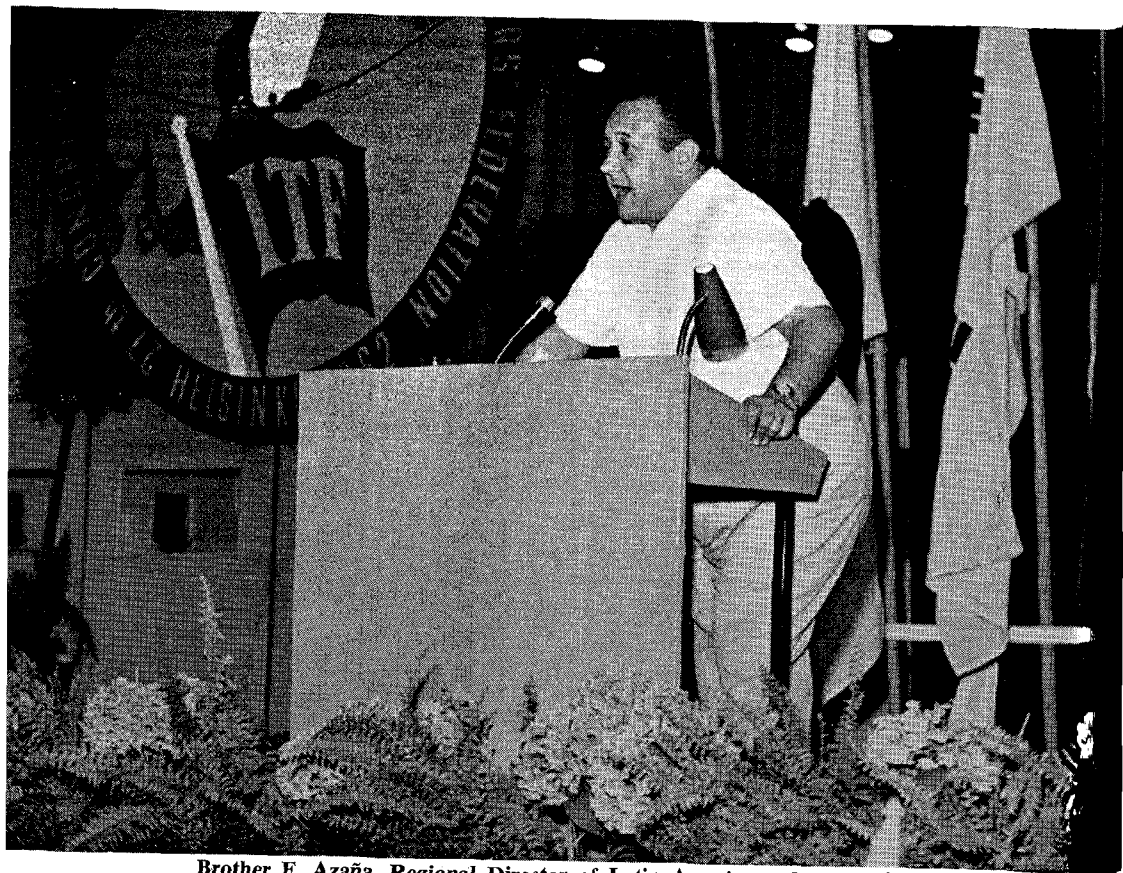


Group of delegates on the Congress excursion

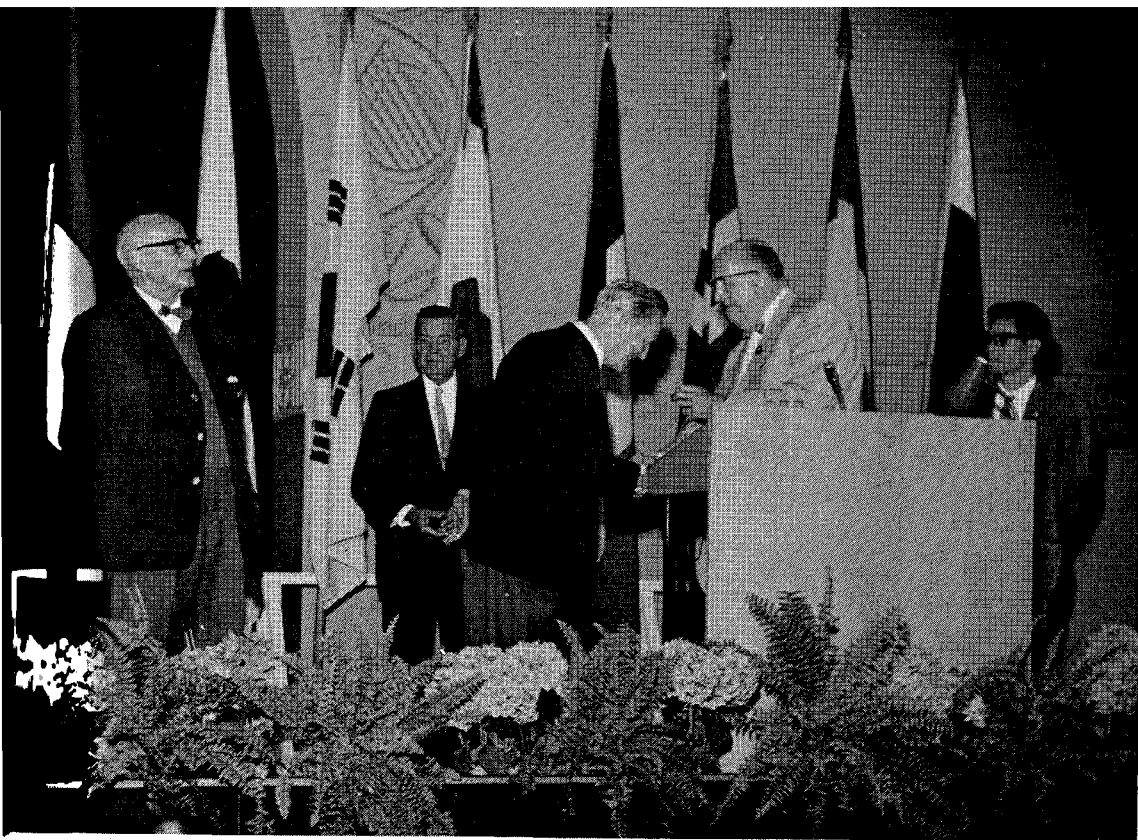




Some Asian Congress delegates



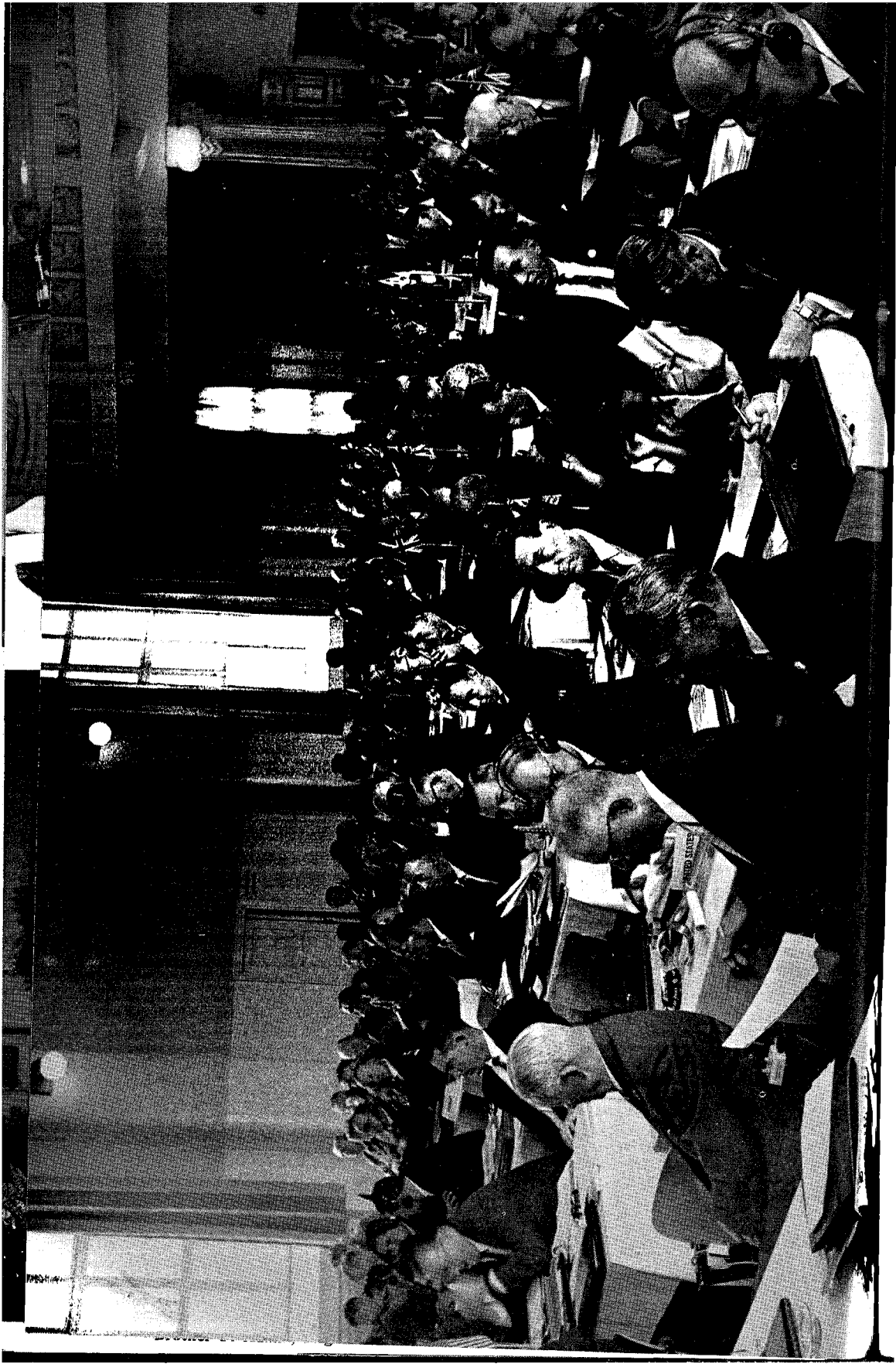
Brother F. Azaña, Regional Director of Latin America and the Caribbean



Presentation of gold ITF badges to retiring Executive Committee members



Presentation of the Congress organizer, Brother V. Klafil



PROPOSALS OF THE AFFILIATED ORGANIZATIONS

1. *Amendment of the ITF Constitution: Congress*

This 27th Congress of the ITF etc.,

RESOLVES to amend Rule VI, paragraph 2, of the ITF Constitution so as to read:

“The Congress shall meet in ordinary session every three years at dates to be determined by the Executive Committee.”

Submitted by:

Norwegian Seamen's Union,
Norwegian Transport Workers' Union,
Norwegian Railwaymen's Union,
Norwegian Locomotivemen's Union

NOTE: The organizations sponsoring this motion have indicated that it will be moved only if the Executive Committee's proposals for revision of the Constitution (which include provision for a triennial Congress) are defeated.

Executive Board

(a) *Rule VIII, para. 2*

First line: *twenty-two* instead of “twenty-six”.

(b) *Rule VIII, para. 9*

First line: *twice* instead of “once”.

Management Committee

(c) *Rule IX, para. 1*

First line: *four* instead of “six”.

(d) *Rule IX, para. 2*

To read as follows: The Executive Board may delegate such of its functions and authority to the Management Committee as may be necessary.

(e) *Rule IX, para. 3*

Second line: *twice* instead of “three times”.

Industrial Sections

(f) *Rule XV, para. 6*

To read as follows: Voting at section meetings may be by show of hands or by card vote. The number of votes to which an organization shall be entitled in the event of a card vote shall be equal to its paid-up membership in respect of the workers catered for by the section in question as recorded at the end of the year

preceding the meeting concerned or at the time of admission to the ITF, whichever is the later.

Submitted by:

The Executive Committee.

Explanatory Note

The amendments to its own proposals which the Executive Committee has now decided to make are designed to meet objections to the Committee's original proposals which some affiliated unions have expressed and which have sufficient merit to prompt second thoughts. The Executive Committee hopes that affiliated organizations will have regard to these amendments in the preparation of any amendments of their own.

By far the most important amendments are those concerning the composition of the Executive Board and Management Committee and the frequency of their meetings.

Some affiliated organizations have pointed out that if the Executive Board were normally to meet only once a year it would have to delegate its functions and authority to the Management Committee to such a degree that the Management Committee would in practice enjoy an importance similar to that of the present Executive Committee. Since, in the original proposals, the Management Committee was to consist of only 9 persons, it was feared that real authority would be in fewer hands than at present, notwithstanding the large Executive Board.

This was not the Executive Committee's intention but it recognizes the force of these apprehensions and to allay them it has now suggested that the Executive Board should normally meet twice a year. Obviously the difference between meeting once and twice will be crucial: there will be less need for the Executive Board to delegate its functions and authority to the Management Committee and far more opportunity to control the use made of what delegation there is.

The Executive Committee has tried throughout to ensure that no more money is spent on the governing bodies in the new structure than at present. If, however, expenditure is to be contained at the present level and yet permit the Executive Board to meet twice each year, some reduction in the size of the Executive Board and Management Committee is imperative. The Executive Committee has therefore fixed upon an Executive Board of 23 members (including the General Secretary) and a Management Committee of 7 members (including the President, Vice-President and General Secretary). These figures will, the Executive Committee feels, strike a fair balance between the claims of economy and the need, since Congress will only meet every three years, to broaden the base on which decisions are taken.

The geographical composition of the Executive Board will be decided by Congress on the recommendation of the Executive

Board (or "committee" as it will still be at Helsinki) in accordance with the provision that the membership of the Executive Board shall be "a reasonable reflection of the geographical and industrial composition of the Federation". The composition of the Management Committee will be decided by the Executive Board, of which the Management Committee will be a sub-committee, but in the Executive Committee's view the Management Committee should be drawn wholly from Europe in order to make meetings possible at short notice and low cost. It has already been pointed out that two meetings a year of the Executive Board will reduce the necessity for delegating important functions to the Management Committee and the Executive Committee therefore feels that unions outside Europe will not feel it a great disadvantage to be without representatives on the Management Committee.

The amendment relating to voting at section meetings is designed to avoid placing large general unions at a disadvantage. Although the Committee was first opposed to card voting in section meetings, it now recognizes that if the new Constitution is to provide for voting at all—and experience has proved this to be essential—card voting is the only fair system in the last resort. The amended provision would be easy to apply, for all affiliated organizations complete membership questionnaires at the end of every year and have to show on the questionnaire how many members they have in each section.

The paragraph concerning the delegation of functions and authority from the Executive Board to the Management Committee has been re-worded so as to make it clear that the Executive Board will only delegate its functions and authority where necessary.

Rule VII—General Council

Add the following paragraph after paragraph 3.

"Members and deputy members of the General Council shall not have passed the age limit in force in their national organizations."

Rule VIII—Executive Board

Add the following paragraph after paragraph 2:

"Members of the Executive Board shall not have passed the age limit in force in their national organizations."

Rule XI—Secretariat

Add the following paragraph after paragraph 3:

"The General Secretary, Assistant General Secretaries and Secretaries shall not continue in office after reaching the age of sixty-five."

The union has made the following comments in support of its amendments:

These proposed amendments are motivated by our anxiety to see the ITF's governing bodies composed exclusively of colleagues who, since they are still dealing with workers' problems in their own countries, have to face up to the responsibilities of trade union life at national level.

Furthermore, we think that an age limit ought to be laid down in the Constitution for the ITF's General Secretary and principal officers. We think that the rules in this regard should be based upon the legal provisions in force in the different countries to which the ITF's activities extend.

Although these provisions inevitably vary considerably, it would be difficult to assert that the proposal of an age limit of sixty-five is too rigorous, having regard to the pension schemes applied in the various countries.

Our interest in these problems has been stimulated by the particularly stern struggle we had to wage some eighteen months ago to prevent the age of retirement for Belgian railwaymen from being raised by five years.

It would be all the more regrettable if reactionary circles could use the situation in our International as an argument in their favour.

We must avoid providing our enemies with ammunition, especially as, where pensions are concerned, Belgian railwaymen are not alone in having to face them.

Submitted by:

The Railwaymen's Section of the Belgian Public Service Workers' Union.

2. *Restrictive legislation in Aden*

This 27th Congress of the ITF etc.,

HAVING NOTED the circumstances which led in 1960 to the enactment of the Industrial Relations Ordinance banning strikes in Aden, and being convinced that the provisions of this Ordinance violate ILO Conventions 87 (Freedom of Association and Protection of the Right to Organize) and 98 (Right to Organize and Collective Bargaining),

DECLARES its full support to Aden workers in their struggle against the Ordinance and similar repressive legislation.

CONDEMNNS the Ordinance which frustrates the principle of collective bargaining and restricts the freedom of the trade union movement by depriving it of the right to strike; and

CALLS UPON the Aden Government to revoke the Ordinance immediately and release or pardon all trade unionists imprisoned, deported, exiled or bound over for action contrary to the provisions of this undemocratic measure.

Furthermore, having examined the situation in Aden in close consultation with the ICFTU, the Congress

DEPLORES the hostile and discouraging attitude taken by the British Government in its relations with the free trade union movement in Aden Colony ;

DEMANDS that the Government at once observes a proper neutrality in such matters;

CONDEMNS the Government's efforts to breach the solidarity of Aden's workers by creating splinter unions so as to weaken Aden's national centre, the Aden TUC; and

ENDORSES the demand by the workers of Aden that the ITSS, particularly the ITF, and the ICFTU should oppose the Ordinance energetically and use all ways and means to oblige the British Government to revoke the Ordinance and guarantee full civil liberties by lifting all restrictions on freedom of expression, of the press, and of assembly and on trade union freedoms, including particularly the right to strike.

Submitted by:

Aden General & Port Workers' Union.

3 *Seafarers' right to vote*

This 27th Congress of the ITF etc.,

Realizing it is apparent that many seafarers, because of the nature of their employment and because of the arrangements which are often used for actual polling, are deprived of their democratic right to vote in national, state or local government elections, therefore

CALLS UPON governments to take all the necessary steps to ensure that seafarers have every opportunity of exercising their democratic right to vote as citizens of the free world by means of personal, postal or proxy votes or other appropriate methods; and

PLEDGES full support to affiliated organizations in their endeavours to ensure that the rights of seafarers as citizens are fully implemented.

Submitted by:

British Merchant Navy and Airline Officers' Association.

4 *Road transport workers' conditions in Malaya*

This 27th Congress of the ITF etc.

CALLS UPON the ITF to appoint a committee to investigate the general deterioration of working conditions in the Federation of Malaya's road transport industry, particularly in long-distance transportation.

Submitted by:

Malayan Transport Workers' Union.

5. *Courses for dockers*

This 27th Congress of the ITF etc.,

URGES the appropriate ITF bodies to consider making arrangements for the sponsoring of courses for selected dock workers from Nigeria at the ICFTU's African Labour College, Kampala.

Submitted by:

Nigerian Dockers', Transport and General Workers Union.

6. *Co-operative unit of dockers*

This 27th Congress of the ITF etc.,

URGES the appropriate bodies of the ITF to assist the Co-operative unit of the Nigerian Dockers' Transport and General Workers' Union by offering such guarantees as to enable the union to buy buses and thus ease the transport difficulties of poorly paid workers in the dock and transport industries.

Submitted by:

Nigerian Dockers', Transport and General Workers Union.

7. *Books for Library*

This 27th Congress of the ITF etc.,

APPEALS to affiliated organizations to aid the efforts of the Nigerian Dockers', Transport and General Workers' Union to promote a worthwhile education programme by offering books and pamphlets so as to provide a library, and possibly by arranging seminars.

Submitted by:

Nigerian Dockers' Transport and General Workers' Union.

8. *Aircraft crew complement*

This 27th Congress of the ITF etc.,

HAVING NOTED that the ITF Latin American and Caribbean Regional Conference held in Lima, March 1961, unanimously adopted the following statement on crew complement policy:

“that in view of the current status of modern aircraft, the policy of the ITF does not realistically reflect the present situation regarding crew complement, therefore be it recommended to the ITF Executive Committee that the present ITF crew complement policy be reviewed”;

HAVING NOTED FURTHER that pilots' work-load has increased considerably as a result of changes in the speed and design of aircraft and the power of aircraft engines, together with the introduction of new navigational aids, instrument panels and air traffic control systems, all of which demand close and continuous attention and impose a need for quicker action and reaction than hitherto,

BELIEVES that the continuous presence of two pilots at their stations is therefore necessary during a flight; and

FURTHER BELIEVES that it is highly desirable to reduce pilots' work-load by having present a third crew-member to carry out duties ancillary to those of the pilots during a flight, this crew-member being able, in case of an emergency caused by the indisposition of a pilot, to take over his post; and

DECLARES that the concept of a specialist air-crew is no longer appropriate to present practice and that air-crews should be composed of members capable of carrying out all the various functions necessary for the handling and control of modern aircraft.

Submitted by:

Mexican Airline Pilots Association.