

XXVIII-C-2

**INTERNATIONAL TRANSPORT WORKERS' FEDERATION**

**28th CONGRESS**

**COPENHAGEN**

**28 JULY to 6 AUGUST 1965**

# **REPORT ON ACTIVITIES**

*For the Years*

**1962, 1963 and 1964**



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# AGENDA

of the 28th Congress of the International Transport Workers' Federation,  
held from 28th July to 6th August 1965 in Copenhagen.

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1. OPENING OF CONGRESS AND WELCOMING SPEECHES
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3. ADOPTION OF STANDING ORDERS
4. ELECTION OF
  - (a) Resolutions Committee
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## OBITUARY

**Toshi Aoki**, former Vice-President of the All-Japan Seamen's Union, died on 11 December 1963 aged 68.

**Olaf Bergh**, veteran of the Norwegian Transport Workers' Union, died on 9 November 1964 aged 74.

**Johan Brautigam**, leading trade union officer in the Dutch seafarers' movement and in the international movement died on 24 June 1962 at the age of 84.

**Edmond J. Burman**, Vice-President of the US Brotherhood of Railroad Signalmen since 1956, died in December 1962 aged 62.

**John Christensson**, former General Secretary of the Scandinavian Transport Workers' Federation, died on 6 December 1963 aged 79.

**Roy Davidson**, Grand Chief Engineer of the United States Brotherhood of Locomotive Engineers, died on 6 July 1964 aged 63.

**Eugene Ehlers**, former General Secretary of the French Seamen's Federation, died in January 1962 aged 75.

**Stan Eighteen**, Secretary of the Joint Protective Board of the Canadian Brotherhood of Railway, Transport and General Workers, died on 9 May 1963.

**Ernst Fell**, Finance Officer of the Swiss Railwaymen's Federation (SEV), died on 22 November 1963 aged 49.

**Pierre Ferri-Pisani**, former French dockers' and seamen's trade union leader and former member of the ITF Executive Committee, died on 21 October 1963 aged 62.

**Hans Fladeby**, former President of the Norwegian Transport Workers' Union, died on 16 May 1963 aged 83.

**Albert Hallworth**, former General Secretary of the British Associated Society of Locomotive Engineers and Firemen, a member of the ITF Management Committee for six years until his retirement in 1960, died on 18 April 1962 at age of 64.

**Johan C. Hansen**, former President and Secretary of the Norwegian Railwaymen's Union, died on 3 December 1964 aged 88.

**Dirk Harms**, President of the Netherlands Seafarers' and Fishermen's Union, died on 27 August 1964 aged 60.

**Mathias Heggstad**, former President of the Norwegian Locomotive-men's Union, died on 30 March 1963 aged 68.

**Edy Hofer-Meyer**, Central Secretary of the Swiss Union of Commercial and Transport Workers, died on 28 February 1964 aged 47.

**J. E. Johansen**, former General Secretary and President of the Norwegian Engineers' Union, died at the end of 1962 aged 66.

**Heinrich Malina**, founder and first President of the German Union of Transport and Public Service Workers in the British Zone, died in July 1964 aged 77.

**Karol Maxamin**, former Vice-President of the Polish Railwaymen's Union and former member of the ITF General Council, died on 13 December 1964 aged 75.

**Frantisek Nemeč**, Vice-Chairman of the Czechoslovak Social Democratic Party in Exile, former General Secretary of the Czechoslovak Railwaymen's Union, active in the ITF before and during the Second World War, member of the wartime ITF Emergency General Council, died on 19 March 1963 aged 64.

**A. Novak**, former leader of the Czechoslovak Railwaymen's Union, died in June 1964.

**Terence P. O'Donoghue**, General Secretary of the Trade Union Council of South Africa, and Research Officer of the South Africa Council of Transport Workers, died on 17 September 1964 aged 60.

**Karl Reiner**, a founder member of the Austrian Union of Transport and Commercial Workers died on 20 April 1962 aged 80.

**Sir Alfred Roberts**, former workers' Vice-Chairman of the Governing Body of the International Labour Office, died on 18 November 1963 aged 65.

**Ernst Rüfenacht**, President of the Swiss Railwaymen's Federation from 1957-1960, died on 18 August 1962 aged 67.

**Jim Scott**, General Secretary of the British National Union of Seamen, died on 21 January 1962 aged 60

**Miss Toni Sender**, former ICFTU Representative at the United Nations and Director of the ICFTU New York Office, a leading personality in the German Social-Democratic Party during the Weimar Republic, died on 26 June 1964 aged 75.

**E. M. Serang**, Founder-President of the Indian National Union of Seamen, died on 2 September 1963 aged 89.

**A. H. Siregar**, President of the Indonesian Civil Aviation Workers' Union, died on 25 December 1964.

**R. T. Tarpeh**, President of the National Maritime Union of Liberia, died on 16 May 1964.

**C. W. van Driel**, President of the Netherlands Seafarers' and Fishermen's Union, member of the ITF Seafarers' Section Committee and of the International Fair Practices Committee, substitute member of the ITF General Council, died on 13 March 1963 aged 57.

**Fintan P. Walsh**, President of the Federated Seamen's Union of New Zealand, former President of the New Zealand Federation of Labour, died on 16 May 1963 aged 67.

## INTRODUCTION

The past three years have once again seen an appreciable increase in the range and volume of the ITF's activities and the demands being made on our limited resources. The social repercussions of technological change continue to present us with a host of complex problems, the growing urgency of which calls for the exercise of all the skill, ingenuity and tenacity we can muster. Increased efforts have also had to be made in consolidating and expanding our work in the developing countries.

Although this is not the place to examine in detail all aspects of the Federation's work over the past three years, I think it is only proper to begin by referring briefly to some of the activities of the ITF Sections. From the Report it will be seen that the Road Transport Workers, Railwaymen's, Civil Aviation and Seafarers' Sections have all held full conferences during the inter-Congress period up to the end of 1964 and that the Dockers' Section was to hold its Conference at the beginning of 1965. The increasing complexity of the work done in the Sections is shown in the wide range of subjects covered by resolutions adopted at these Section Conferences and also by the increasing extent to which the close examination of particular subjects has been accomplished at special *ad-hoc* meetings of experts or by specially constituted sub-committees. Examples of this procedure are afforded by the special meeting of the Railwaymen's Section which dealt with the subject of automatic couplings, the small Editorial Committee which is dealing with the draft of a major report on Railwaymen's Trade Union Rights, the Road Transport Workers' Section Working Party on the Status of the Professional Driver, the Sub-Committees of the Seafarers' Section dealing with the questions of Asian Seamen and the Automation of Ships, the North Sea Ports Meetings of the Dockers' Section, the various meetings of the Inland Navigation Section in connection with developments in Rhine navigation and the Civil Aviation Section meetings which have dealt with questions affecting cock-pit personnel, developments towards Air Union and the licensing of maintenance engineers.

A great part of the ITF's Sectional Work involves our relations with various international organizations and here, I think, it can be said that we have some cause for satisfaction in what we have been able to achieve over the past three years. This is particularly the case in our relations with the ILO. It will be recalled that the Conclusions adopted by the Seventh Session of the ILO Inland Transport Committee in 1961 on the social consequences of changing methods and techniques in rail and road transport were extremely unsatisfactory from the workers' point of view. Another cause for regret was the steady lengthening in the intervals between successive sessions of the Inland Transport Committee. These two questions have been the subject of numerous approaches to the ILO. We have steadily urged that the next session of the Inland Transport Committee should be convened soon and put forward proposals for the Agenda of the Session. We have also pressed for the convening of an *ad-hoc* meeting to reconsider the Conclusions on the social consequences of changing methods and techniques with a view to revising these and bringing them more into line with the ITF Railwaymen's Social Charter to Guide Modernization Developments. Unfortunately, the Governing Body of the ILO was unable to reach a



decision to call such an *ad-hoc* Meeting. It did, however, decide to convene the Eighth Session of the Inland Transport Committee in 1966. Progress was also made in connection with another matter that has been the subject of ITF approaches to the ILO for many years. In May 1965 the ILO was to convene a Committee of Experts to consider working conditions in urban transport services and five of the seven Experts designated by workers to serve on the Committee had been selected from nominees put forward by ITF affiliates. There has also been a significant development in another question that has long been the subject of ITF approaches to the ILO. In 1964 the ILO convened a Meeting of Experts to consider the maximum weight of loads to be carried by one man and the majority of the Experts were agreed in fixing a maximum of forty kilos, with a small minority recommending fifty kilos. In the maritime field, one of the most important decisions of the ILO Governing Body during this period is undoubtedly that to convene in 1965 the second Asian Maritime Conference. It is to be hoped that this will provide an opportunity of making further progress in implementing the policy of the ITF Seafarers' Section with regard to Asian Seafarers. Important work has also been done within the ILO in the last three years on matters affecting fishermen. In December 1962 an ILO Committee of Experts agreed *inter alia* on an outline international instrument on crew accommodation on fishing vessels for consideration by the International Labour Conference, a code of practice on the safety and health of work on board fishing vessels for joint consideration by the ILO, the Inter-Governmental Maritime Consultative Organization (IMCO) and the Food and Agriculture Organization (FAO), and a comprehensive set of conclusions on vocational training for fishermen. In pursuance of these decisions, the ILO Maritime Division has since prepared and forwarded to IMCO and FAO a draft Code of Practice on Safety and a Preparatory Technical Conference of the ILO has been convened for the latter half of 1965 to prepare draft instruments on accommodation on fishing vessels, vocational training for fishermen and competency certificates for fishermen for consideration by the International Labour Conference. Whilst on the subject of the ILO's work I think I ought to refer briefly to the alarm caused in 1964 by suggestions in the Director-General's Report to the International Labour Conference which, we felt, would have seriously impaired the work which is done on a tripartite basis in the ILO Industrial Committees such as the Inland Transport Committee. The criticisms of these suggestions which I put forward at the International Labour Conference are given in the Report.

I cannot, of course, go into detail here on all the various aspects of our relations with other international organizations which together make up a considerable part of our work in defending the social and economic interests of transport workers. I should, however, I think, point to the growing complexity and variety of these problems. We are confronted with a truly daunting array of technical intricacies through which we have somehow to find our way as best we can with the resources we have at our disposal. On the one hand, the rapid acceleration of technological change evident in the last decade continues unabated and in its wake it leaves a threatening host of human problems of which it can truly be said that "prevention is better than cure". We have not only to keep abreast of developments; we have, to some extent, to anticipate them. Nor are the most formidable of these

changes confined to the field of technology as such. There are taking place today sweeping transformations of the social, economic and political structure, the full implications of which are impossible to foresee. The economic and social integration which is taking place in the Europe of the Six cannot fail to have profound effects far beyond the boundary of the European Economic Community. There is, thus, considerable reason for affiliates from countries outside the EEC, particularly those in Europe, to follow with close attention the work being done within the Committee of ITF Unions in the EEC and, consequently, during the period under review, an effort has been made to keep affiliates in European countries outside the EEC better informed on the activities of ITF affiliates within the Common Market. This, however, means that we must also pay particular attention, as far as Europe is concerned, to the work of European organizations such as the United Nations Economic Commission for Europe (ECE) which group other nations as well as the countries of the EEC, so that we can prevent the interests of transport workers in Europe being adversely affected by any lop-sided development. One practical example of our interest in developments in the wider European context has been the close attention which the ITF and its European affiliates have been giving to developments following the conclusion under the auspices of the ECE at the beginning of 1962 of the European Agreement concerning the working conditions of crews of vehicles engaged in international road transport, usually known by its initials AETR, an international instrument of the greatest importance, in the initiation of which the ITF played a considerable part. The AETR should have come into force in July 1964. Unfortunately, not enough countries had ratified it by that date for the Agreement to be brought formally into effect. The reasons which have prevented certain countries from ratifying so far have varied from case to case, but there is reason to believe that the great majority of the signatories will ratify once the Agreement is in force. There is thus every reason for the ITF and its affiliates in countries where there is reasonable hope for an early ratification to do everything in their power to speed on this process. Other activities of the ECE which the ITF is following include the question of the introduction of automatic couplings on European railways, and the construction of drivers' cabs of lorries, tractors and taxis. The introduction of automatic couplings is a subject with which the ITF has been concerned for many years and, during a period when this important measure has come appreciably nearer realization, we have been able to present the railways and governments with a full statement of our views on the social and safety aspects on the occasion of a meeting of the ECE Sub-Committee on Rail Transport. The safety aspects arising in the construction of vehicles were the subject of an ITF Memorandum to the ECE in June 1962. Since then we have pressed with some success for more active consideration of this question within the ECE and we have now a seat on the special study group concerned with some of the matters raised in our Memorandum.

As far as our regional activities are concerned, the situation has been critical in more than one respect. In general, it can be said that the ITF has been experiencing the same difficulties as those encountered by the entire free international trade union movement. On the one hand, whilst we can only applaud the final end of the colonialist era in all the territories of Africa, with the terrible exception of course of the

Portuguese African possessions, we must deplore the extent to which the young trade union movements of Africa, many of which played a leading role in the struggle for independence and which, one would have thought, had an even more vital role to play in shaping the new African society, are becoming the victims of political forces seeking to reduce them to mere instruments of one-party government. In Tanganyika, the trade union movement as we know it no longer exists and many trade unionists, including leaders of former ITF affiliates, have been in gaol now for more than a year without trial. In Kenya, the Federation of Labour has bowed to government pressure and disaffiliated from the ICFTU and in Uganda it is known that the government is doing all it can to persuade the Ugandan national centre to follow suit. Difficulties of this kind have produced their repercussions within the free international trade union movement itself and there has been a renewal of controversy with regard to the best way of coordinating activities on behalf of the developing countries. Developments in East Africa have been particularly disappointing to us, for it was in this part of the continent that we had some of our strongest African affiliates. I myself can remember the hope and enthusiasm of the rank and file railwaymen of East Africa when the ITF was able to assist them in bringing about a favourable settlement of their dispute with the Railway and Harbour Authority at the beginning of 1960. I was then ITF Director of Regional Affairs and it fell to me, or rather it was my privilege, to represent the ITF in the team of three international trade union representatives who acted as mediators between the unions on the one hand and the railway administration and government officials on the other. I am still proud of the modest contribution I was able to make on that occasion in bringing about a greater measure of social justice for those railwaymen in Kenya and Tanganyika. I am convinced that those men are not lost to the free international trade union movement forever. One day they will return to take their rightful place within our family of transport workers.

In Asia, too, it cannot be denied that our work has been somewhat impaired because of the illness and subsequent resignation of our representative, Brother Soares, and the difficulty we had in finding a successor, a difficulty that was finally only resolved by the sacrifice of one of the Asian members of our Executive Board, Brother D. U'ren. I am sure, however, that Brother U'ren's notable record within his own union, the Railwaymen's Union of Malaya, on the Malayan TUC and, indeed, on the ITF Executive Board are assurance enough that our work in Asia is in capable hands and once again on a firm footing for some time to come. Moreover, the two meetings of the Asian Advisory Committee which it has been possible to hold during the period have, undoubtedly, assisted in maintaining the continuity of our work in Asia. This and the increased Asian representation on the ITF Executive Board brought about as a result of the revision of the ITF Constitution approved by our last Congress have ensured that Asia's particular problems have received their due attention within the ITF. In this connection, it is perhaps fitting to remark that what were probably the two most notable examples of international solidarity actions during the past three years were to assist Asian affiliates of the ITF: the Railwaymen's Union of Malaya and the Philippine Transport and General Workers' Organization in the Manila port strike. Mention should also be made of the special efforts of the ITF Seafarers' Section in con-

nection with the problems of Asian seamen and the stationing of an ITF Seafarers' Representative in Hong Kong since the beginning of 1964.

In Latin America, too, a certain disruption of our activities was inevitable following the expulsion of the Regional Director, Brother Azaña, from Peru at the beginning of 1964 and the subsequent resignation of Brother Azaña. However, with the appointment of Brother Otero and the reorganization of the ITF Office in Lima, it has been possible for us to tackle our activities in Latin America with renewed vigour. During the tour of the region which I made at the end of 1964 I was able to see for myself the vitality and enthusiasm of the Latin American transport workers' unions and the tour itself, which had been superbly organized by Brother Otero, contributed, I am sure, in no small way to enhancing the ITF's ever-growing prestige in this region.

There can be little doubt that regional activities will continue for some time to come to absorb a great part of our energies, manpower and financial resources, if we are to play our full part in this important work. Something ought to be said in this connection of the effect which the high level of activities maintained by the ITF over the past years, both in the regions and in our more traditional work, has on the Federation's financial situation. Over the past years there has been an increasing tendency for the Federation's current income to be completely absorbed by current expenditure, a state of affairs which results from time to time in an acute shortage of working capital. The persistence of financial difficulties of this kind can only be remedied, in the long run, by the building up of the General Fund so as to provide us with the necessary reserves to meet the contingencies which, with activities at their present level, we are bound to encounter sooner or later. In my view, very serious consideration will have to be given to creating such a reserve.

This is the last time I shall have the privilege of presenting to Congress this report of the ITF's activities. In doing so, I should not like to leave unrecorded my gratitude and indebtedness for the assistance I have had at all times from the Assistant General Secretaries, Section Secretaries and all the Staff at the Secretariat, without whose loyalty and spirit of cooperation it would have been impossible for me to do the job I was elected to do.

PIETER DE VRIES,  
*General Secretary.*

# I

## GOVERNING BODIES AND INTERNAL ORGANIZATION

### Congress

The 27th Congress of the ITF was held in Helsinki from 25 July to 3 August 1962. It was attended by 224 delegates (12 of them acted as proxy for 15 organizations) and 56 advisers representing 137 organizations from 46 countries. Of the 46 countries represented 27 were non-European. Congress was also attended by the following fraternal delegates: S. Nedzynski, Assistant General Secretary of the ICFTU; J. Mikhelson, International Centre of Free Trade Unionists in Exile; M. Carulias, Argentinian TUC; H. Perez, Argentinian Tramwaymen; O. Forsberg and Z. L. Zeyfert, IFALPA; I. Karaboué, Transport Workers' Union of the Ivory Coast; and L. Kramer, Public Service International. The following were official guests: T. Bratt, International Labour Office; Th. Sellin, US Labour Attaché; and K. Kenny, British Labour attaché. P. Seton attended as observer of the Transport Division of the EEC and T. Rasschaert as observer of the Trade Union Advisory Committee of the EEC. The guests of honour were Mrs. L. Krier, Luxembourg; R. Bratschi, Switzerland, former President of the ITF; J. H. Oldenbroek, Holland, former General Secretary of the ITF and former General Secretary of the ICFTU; G. Joustra, Holland, former member of the Executive Committee; K. Weigl, Austria, and I. Hyvonen, E. Kallio and O. Peltonen veteran members of Finnish affiliates.

The Congress elected P. de Vries General Secretary of the ITF. Congress also approved the revision of the ITF constitution as proposed in a motion from the Executive Committee.

Congress adopted:

**The ITF Social Charter on the Rationalization and modernisation of the railways;**

and resolutions on the following subjects:

**The European Agreement concerning the work of crews of vehicles engaged in international road transport (AETR);**

**Liability in case of incidents with nuclear ships;**

**Grievances of Greek Dockers;**

**Liability of nuclear ship operators;**

**Air conditioning of crew quarters;**

**Seafarers' welfare;**

**Seafarers' right to vote;**

**Aircraft crew complement;**

**ICAO regulations;**

**Ground Staff;**

**Airline Mergers;**

**Transport of radioactive materials;**

**Guiding principles concerning the construction and operation of pipelines;**

**Panlibhon shipping;****The "genuine link" between a ship and the state of registry;****The situation in Peru;****Restrictive legislation in Aden;****The situation in Spain;****The Colombian earthquake disaster.**

Congress also approved the recommendations of an ITF Civil Aviation Sub-Committee concerning:

**Cabin attendants' working conditions.****General Council**

At the end of 1961, the General Council consisted of the following members:

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

<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
Ghana, Nigeria, Kenya, Uganda Tanganyika, Zanzibar, Rhodesia, Nya- saland, 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. Hon- duras, Br. Guiana, Chile, Colombia, Costa Rica, Cuba, Ecuador, Hon- duras, 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, Grenada, Jam- aica, 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 J. Curran A. H. Vizcaino (Spain)	<i>J. Horst</i> <i>T. L. Howieson</i> <i>E. J. Hickey</i> <i>P. Hall</i> <i>N. Metslov</i> (Estonia)
<i>Underground and exiled unions</i>		

The following members were elected at the 1962 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) J. Leurs (Luxembourg) G. J. H. Alink (Netherlands)	<i>P. Potums</i> (Belgium) <i>C. W. van Driel</i> (Netherlands) <i>J. Geldof</i> (Belgium)

<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
Denmark, Faroe Islands, Iceland, Finland ...	S. From Andersen (Denmark) E. Borg (Denmark) G. Widing (Finland)	<i>E. Rasmussen</i> (Denmark) <i>B. Jensen</i> (Denmark) <i>O. Aarnio</i> (Finland)
France ... ..	F. Laurent	<i>R. Lapeyre</i>
Germany ... ..	Ph. Seibert F. Eichinger A. Kummernuss H. Hildebrand	<i>F. Schreiber</i> <i>Miss L. Raupp</i> <i>H. Kluncker</i> <i>G. Kugoth</i>
Great Britain ... ..	S. F. Greene W. J. P. Webber W. Hogarth F. Cousins	<i>W. J. Evans</i> <i>J. Bailey</i> <i>D. S. Tennant</i> <i>A. Kitson</i>
Greece ... ..	M. Petroulis	<i>D. Benetatos</i>
Italy, Malta ... ..	F. Giorgi (Italy)	<i>V. Esposito</i> (Malta)
Norway ... ..	G. Hauge	<i>K. Kjøniksen</i>
Sweden ... ..	H. Pettersson	<i>G. Kolare</i>
Switzerland ... ..	H. Düby	<i>E. Hofer</i>
<i>Middle East</i>		
Israel, Lebanon, Turkey ...	Z. Barash (Israel)	<i>W. Perry</i> (Israel)
<i>Africa</i>		
Egypt, Libya, Sudan, Tunisia ... ..	M. Hellal (Tunisia)	<i>H. Afifi</i> (Egypt)
Nigeria, Kenya, Uganda, Tanganyika, Zanzibar, North and South Rhodesia, Nyasaland, Mauritius, South Africa, Liberia, Madagascar, Sierra Leone ... ..	W. Malemo (Kenya) M. Ndabambi (Rhodesia) A. Hussein (Tanganyika) A. E. Okon (Nigeria)	<i>J. Akumu</i> (Kenya) <i>Vacant</i> (Sierra Leone) <i>S. J. Katungutu</i> (Tanganyika) <i>Vacant</i> (Mauritius)
<i>Asia</i>		
Japan ... ..	R. Kamisawa K. Suzuki	<i>Vacant</i> <i>Vacant</i>
Aden, India, Ceylon, Burma, Hong Kong ...	M. Chatterjee (India)	<i>A. Khalil</i> (Aden)
Indonesia, Pakistan, Philip- pines, Korea, Malaya ...	R. Tambunan (Indonesia) D. U'Ren (Malaya)	<i>Sang Kyo Oh</i> (Korea) <i>R. S. Oca</i> (Philippines)
<i>Australasia</i>		
Australia, New Zealand ...	T. Duffy (Australia)	<i>A. Archibald</i> (Australia)
<i>Latin America and Caribbean</i>		
Argentina, Bolivia, Brazil, Br. Honduras, Chile,	H. Alonso (Argentina)	<i>P. Martinez</i> (Argentina)



<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
Colombia, Costa Rica, Ecuador, Honduras, Nicaragua, Mexico, Pana- ma, Paraguay, Peru, Uruguay, Venezuela, Curacao ... ..	H. Hernandez (Venezuela) M. Lopes de Oliviera (Brazil) A. Victoria (Mexico)	R. Antunez (Peru) M. Tobar Reyes (Ecuador) E. Vanegas (Colombia)
Barbados, Br. Guiana, Jamaica, Grenada, St. Lucia, Trinidad ...	A. Hassan Ali (Br. Guiana)	R. Ottway (Grenada)
<i>North America</i>		
Canada ... ..	F. H. Hall W. J. Smith	Ch. Smith D. H. Secord
U.S.A. ... ..	D. Beattie G. Harrison R. Faupl J. Elliott	R. C. Coutts L. Zosel E. J. Hickey Jr. H. Mann
<i>Exiled and Underground Organizations</i>		
Estonia, Spain, Poland ...	A. H. Vizcaino (Spain)	N. Metslov (Estonia)

The General Council met once, immediately after Congress, on 3 August 1962. The meeting elected a new President, F. Cousins (Great Britain), and H. Düby (Switzerland) was re-elected Vice-President. In accordance with Rule V, Paragraph 2 of the ITF constitution, the General Council agreed, on the recommendation of the Executive Committee, that the affiliation of the following organizations should be declared to have lapsed by virtue of their failure to meet their financial obligations to the ITF:

- Federazione Nazionale Lavoratori Autoferrotranvieri ed Inter-navigatori (Italy);
- Mechanical Transport Department Workers' Union (Sudan);
- National Maritime Union (Ceylon);
- Airway Workers' Union (Nigeria).

### **Executive Committee**

At the end of 1961 the members of the ITF Executive Committee were:

- R. Dekeyzer (Belgium), *President*
- H. Düby (Switzerland), *Vice-President*
- Z. Barash (Israel)
- F. H. Hall (Canada)
- G. Hauge (Norway)
- H. J. Kanne (Netherlands)
- S. Klinga (Sweden)
- F. Laurent (France)
- A. E. Lyon (United States)
- M. Petroulis (Greece)
- Ph. Seibert (Germany)

P. de Vries (*General Secretary*)

Sir Thomas Yates (Chairman of the Management Committee),  
(*ex officio*)

H. Alonso (Argentina) (*co-opted*)

J. Curran (United States) ..

M. Hellal (Tunisia) ..

T. Nishimaki (Japan) ..

In March 1962 Bro. A. E. Lyon resigned from the Executive Committee, on which he had served since 1948, following his appointment to the United States Railroad Retirement Board. The nomination of Bro. G. M. Harrison, President of the United States Railway Labor Executives' Association, was endorsed by the Members of the Executive Committee prior to the meeting of the Executive Committee from 11 to 13 April 1962.

In 1962 the Executive Committee met from 11 to 13 April in London and twice in Helsinki immediately before and during Congress: on 23 and 24 July and on 1 August.

### **Executive Board**

The following members were elected to the Executive Board by the 1962 Congress:

Ph. Seibert (Germany)

A. Kummernuss (Germany)

G. J. H. Alink (Netherlands)

H. Düby (Switzerland)

J. Matejcek (Austria)

S. F. Greene (Great Britain)

F. Cousins (Great Britain)

R. Dekeyzer (Belgium)

F. Laurent (France)

H. Pettersson (Sweden)

G. Hauge (Norway)

Z. Barash (Israel)

F. Hall (Canada)

W. J. Smith (Canada)

D. Beattie (United States)

J. Elliott (United States)

H. Alonso (Argentina)

H. Hernandez (Venezuela)

M. Hellal (Tunis)

A. E. Okon (Nigeria)

R. Kamisawa (Japan)

D. U'Ren (Malaya)

In addition to its meeting immediately after Congress, the Executive Board held the following meetings: 5 to 7 November 1962 (London), 6 to 9 May 1963 (Oslo), 4 to 6 November 1963 (London), 8 to 10 June 1964 (Vienna) and 2 to 4 November 1964 (London).

### **Management Committee**

At the end of 1961, the Management Committee comprised: D. S. Tennant (Merchant Navy & Air Line Officers' Association); W. J. P. Webber (Transport Salaried Staffs' Association); Sir Thomas Yates (National Union of Seamen) (Chairman) and W. J. Evans (Associated Society of Locomotive Engineers and Firemen).

In 1962 the Management Committee met three times before Congress: on 25 January, 16 April and 22 June.

At its meeting on 3 August 1962, the Executive Board designated, in accordance with Rule IX of the revised ITF Constitution, the following four members to form, together with the President, Vice-President and General Secretary, the Management Committee: R. Dekeyzer, F. Laurent, S. F. Greene and H. Pettersson.

The Management Committee met on 5 November 1962, 1 March 1963, 19 August 1963, 4 November 1963, 29 January 1964 and 29 September 1964.

### **President and Vice-President**

At the meeting of the General Council held in Helsinki on 3 August 1962, F. Cousins (British Transport and General Workers' Union) was elected President and H. Düby (Swiss Railwaymen's Union) Vice-President.

### **Auditors**

The following were elected by the Helsinki Congress to serve as auditors: Ray Gunter (Transport Salaried Staffs' Association, Great Britain), J. V. Bailey (Union of Shop, Distributive and Allied Workers, Great Britain) and G. Lipman (National Union of Seamen, Great Britain).

Messrs. Hesketh, Hardy, Hirshfield and Co. have continued to act as the ITF's professional auditors.

### **Research and Publications**

During the period under review, the English version of the "International Transport Workers' Journal" has continued to be published on a regular monthly basis and a considerable improvement in date of issue and speed of working generally has been achieved without extra cost by transferring the printing from Holland to a local firm. The Japanese edition published by our Tokyo Office has also been issued on a monthly basis.

Some difficulties in issuing the German and, to a lesser degree, the Swedish editions were experienced during 1964 as a result of an accumulation of translation and interpreting work for ITF Conferences. These difficulties were reported to the Management Committee but it was decided that the ITF's financial position did not permit of a solution involving the engagement of additional translation staff. This problem has, however, since been partially solved by making use of an existing member of the Research Department staff as an auxiliary translator for German.

The ITF Press Report, now known as the ITF Newsletter, was restyled at the beginning of 1965 and a conscious attempt is being made to include in it more concrete and detailed information on wages, conditions and legislation affecting transport workers, whilst at the same time giving full coverage to news of transport workers' activity throughout the world. A similar difficulty to that already mentioned in connection with the Journal has affected the non-English versions of the Newsletter, but here again a compromise solution has been effected by issuing these in larger editions, but on a monthly rather than a fortnightly basis. It has been found that by doing this, attendance at conferences causes less interruption of the translation work involved and greater regularity of appearance is achieved.

With effect from 1 March 1965 the ITF has also commenced regular publication of a Newsletter in the Arabic language for the benefit of affiliates and others in the Arab countries. This consists of news items and articles supplied by the ITF Secretariat, together with contributions from affiliated unions in the Middle East and Arabia. This new venture is being undertaken with the assistance of the ICFTU Beirut Office and has resulted in very close collaboration between the Director of that Office, Brother Friso, and the ITF Secretariat. Brother Friso has already made personal contacts with ITF affiliates and non-affiliated Arab transport workers' unions during routine ICFTU visits to a number of countries in the region, and regular contributions to the Arabic Newsletter have been promised as a result. The reaction to the new publication has been enthusiastic and it is clear that the innovation is much appreciated by our Arabic-speaking membership. At present, the Newsletter is being published in a limited number of copies on a bi-monthly basis, but this will of course be reviewed in the light of future demand.

The Lima Office of the ITF has continued to publish the Boletín de Noticias (Newsletter) at fortnightly intervals in Spanish. As from August 1964 this has been issued in printed form. "Transporte", the ITF's magazine for Latin America and the Caribbean Area, was not published for some time as a result of the resignation of the former Regional Director, but has now been re-started on a bi-monthly basis as from January 1965.

A revised edition of a small pocket-sized leaflet dealing with the ITF and its activities has now been prepared and printed in English. This is mainly intended for use by our Regional Representatives in Africa, Asia and the Caribbean, as well as for distribution to visitors to the ITF Secretariat and to unions applying for affiliation. A Spanish version of this will also be prepared by our Lima Office. At the request of Scandinavian affiliates, the leaflet has also been translated into Swedish for distribution to individual members and union branches, so

that it can serve as a brief introduction to the ITF's work for those who are not actively engaged in relations with the ITF at head-office level.

A number of outline lectures on various aspects of the ITF's work have also been prepared for use by ITF representatives taking part in seminars organized by unions and international organizations.

The first volume of the ITF history, covering the period between its foundation in 1896 and the end of the First World War, was completed towards the end of 1964 and is now in the hands of the printer. It is hoped that this will be published before the Copenhagen Congress meets. Work on the second volume is now in progress.

The Information Service which was established within the Research and Publications Department shortly before the last Congress, has been extensively utilized by affiliates during the period under review. Queries now come in regularly, ranging in character from those which can be answered by letter in a few words to those which require the compilation of a whole international survey on a particular point. Much of the information requested is needed by affiliates during negotiations or official inquiries into disputes, and every effort is made to supply this as speedily as possible. In addition, a number of Information Series documents, giving translations of selected collective agreements or legislation, have been circulated to affiliates.

### **The Secretariat**

P. de Vries was re-elected General Secretary of the ITF at the 1962 Congress.

R. Laan resigned from the post of Director of Regional Affairs with effect from 31 June 1963.

A. Klatil, Office Manager, retired at the end of May 1964 after 34 years' service with the ITF. In his stead B. Laughton was promoted to Office Manager.

During the period under review the following members of the staff resigned:—O. Baeriswyl (translator-interpreter), Mrs. M. C. Blanchard, Miss R. Gómez, Miss L. F. Magonet, Mrs. R. West, Miss H. Winkler (all shorthand-typists), Mrs. E. Pearson (telephonist), Mrs. E. Pinnington (cashier), Mrs. I. Ryder (private secretary), Miss J. Weaver (clerical assistant). The following staff members entered the service of the ITF:—Miss B. Breil (shorthand-typist, Oct. 1963), Miss M. Coleman (shorthand-typist, Aug. 1963), Mrs. C. Cox (shorthand-typist, Dec. 1964), Miss K. Fuller (shorthand-typist, July 1964), Mrs. M. Guinane (telephonist-clerk, July 1962), Miss E. Hollowell (junior clerk, Sept. 1964), Mr. T. Middleton (general clerk, Dec. 1964), Mrs. E. More (bookkeeper, April 1964), Mr. V. G. Nerurker (finance officer, Feb. 1964), Miss B. Porritt (shorthand-typist, April 1964), Mr. S. R. Robinson (translator-interpreter, July 1964), Mrs. B. Suleyman (shorthand-typist, April 1962).

At the end of 1964 the Secretariat comprised:—

- P. de Vries, General Secretary
- H. Imhof, Assistant General Secretary
- L. White, Assistant General Secretary

K. A. Golding, Secretary, Research and Publications  
 R. Santley, Section Secretary  
 Miss M. Anderson, editorial assistant  
 Miss B. Breil, shorthand-typist  
 Miss M. Coleman, shorthand-typist  
 Mrs. C. Cox, shorthand-typist  
 E. Downing, editorial assistant  
 Mrs. G. Eady, copy-typist  
 Miss K. Fuller, shorthand-typist  
 Mrs. M. Guinane, telephonist-general clerk  
 Miss E. Hollowell, junior clerk  
 C. Iddon, translator-interpreter  
 Mrs. L. Kant, shorthand-typist  
 Mrs. J. Kelly (formerly Miss Bailey), editorial assistant  
 Mrs. E. Lanyi, private secretary  
 B. Laughton, office manager  
 H. Lewis, personal assistant to the General Secretary  
 T. Middleton, general clerk  
 Mrs. E. More, assistant to finance officer  
 V. G. Nerurker, finance officer  
 Miss B. Porritt, shorthand-typist  
 S. R. Robinson, translator-interpreter  
 A. Selander, translator-interpreter  
 W. Spilsbury, editorial assistant  
 Mrs. B. Suleyman, shorthand-typist  
 E. Thomas, general clerk  
 W. Wünsche, translator-interpreter.

### ITF Representation

During the three 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.

#### 1962

11 March	...	...	Congress of the Italian Fishermen's Federation (FNLSLP), Rome—M. Mangiapane
17 - 20 March	...	...	Congress of the Italian Transport and Auxiliary Workers' Federation (FILTAT), Florence—G. Lagorio
2 - 16 September	...	...	Congress of the Danish General Workers' Union, Copenhagen—P. de Vries

- 17 - 22 September ... Congress of the German Railwaymen's Union, Kassel—H. Imhof
- 24 - 29 September ... Congress of the Norwegian Seamen's Union, Oslo—P. de Vries
- 13 - 14 October ... Congress and 25th Anniversary of the Swedish Commercial Employees' Union (HTF), Stockholm—P. de Vries
- 17 - 21 October ... Congress and 70th Anniversary of the Austrian Railwaymen's Union, Vienna—P. de Vries
- 20 - 25 November ... Congress and 70th Anniversary of the Norwegian Railwaymen's Union, Oslo—H. Imhof.

### 1963

- 11 - 12 January ... Annual Congress of the Netherlands Seafarer's Federation (CKV), Utrecht—P. de Vries
- 29 March ... 50th Anniversary Celebrations of British National Union of Railwaymen, London—P. de Vries and H. Imhof
- 31 March ... 13th Congress of the Panhellenic Railwaymen's Federation, Athens—H. Imhof
- 21 April ... Twenty-Second Annual Delegates' Conference of the Railway and Ports Transport Staff Union, Nigeria—E. Laflamme.
- 24 April ... Annual Conference of the Nigerian Ports Authority Workers' Union—E. Laflamme.
- 30 April ... Annual General Meeting of the British Merchant Navy & Airline Officers' Association—L. White
- 13 - 17 May ... 22nd Regular and Eighth Quadrennial Convention of the Brotherhood of Railway and Steamship Clerks, Los Angeles—P. de Vries
- 18 - 24 May ... Annual Conference of the British Transport Salaried Staffs' Association, Blackpool—H. Imhof
- 24 - 26 May ... 16th Ordinary Congress of the Swiss Union of Transport and Commercial Workers (VHTL), Interlaken—H. Düby
- 29 May - 7 June ... 6th Congress, Fifteenth Anniversary Celebrations and General Council of the PBKA, Indonesia, Bandung—L. Zosel, international representative of the American Brotherhood of Railway Clerks
- 27 - 29 June ... Conference of the Confederation of French Dockers (F.O.), Paris—R. Santley
- 17 - 20 July ... 7th National Congress of GASBIINDO, Indonesia, Bandung—A. Mukherjee, ICFTU representative in Indonesia

- 29 August - 1 September Congress of the Scandinavian Transport Workers' Federation, Turku—P. de Vries
- 3 - 5 September ... Finnish Locomotivemen's Conference, Helsinki—N. Wälläri
- 23 - 25 September ... 50th Anniversary Celebrations and 7th Congress of the Belgian Transport Workers' Union, Antwerp—P. de Vries
- 13 - 14 November ... 5th General Assembly of the International Technical Institute of Flight Engineers (ITI), Brussels—L. White
- 23 December ... Social gathering organized by Vereniging van KLM Pursers en Hofmeesters, Amsterdam—P. de Vries

#### 1964

- 12 March ... Inauguration of the new building of the All-Japan Seamen's Union, Tokyo—P. de Vries
- 17 - 20 March ... Annual Conference of the Scottish Horse and Motormen's Association, Dunoon—H. Imhof
- 21 - 22 April ... Annual Conference of the French Railway Salaried Staff Federation ("Cadres"), Paris—H. Imhof
- 17 - 20 May ... 15th Congress of the Panhellenic Seamen's Federation, Piraeus—L. White, R. Santley and D. S. Tennant, Chairman of the ITF Seafarers' Section
- 20 - 22 May ... Triennial Congress of the Netherlands Transport Workers' Union, Utrecht—P. de Vries
- 25 - 29 May ... Annual Conference of the Transport Salaried Staffs' Association, Rothesay—L. White
- 9 - 13 June ... National Congress of the French Railwaymen's Federation (F.O.), Paris—H. Imhof
- 24 - 26 June ... Congress of the Danish Railwaymen's Union, Copenhagen—H. Imhof
- 28 June - 4 July ... 5th Congress of the German Transport and Public Services Workers' Union, Dortmund—P. de Vries
- 15 - 16 August ... Ordinary Congress of the Finnish Seamen's Union, Helsinki—P. de Vries
- 23 - 28 August ... 50th Anniversary of Swedish Seamen's Union, Gothenburg—P. de Vries
- 5 - 8 October ... 23rd Annual Convention of the All-Japan Seamen's Union, Kobe—T. Yamazaki
- 13 - 15 November ... 13th Annual Delegates' Conference of the Marine Floating Staff Union, Ebute Metta—R. B. Udogwu



## II

### MEMBERSHIP

During the period under review the upward trend of previous years has been maintained as far as the number of affiliated organizations and countries are concerned. At the end of 1964, the ITF had 321 affiliated organizations in 81 countries, compared with 270 affiliates in 77 countries at the end of 1961.

Against this, however, total membership has fallen, from 5,043,104 at the end of 1961 to 4,991,543 at the end of 1964. This is almost entirely attributable to decreases in the number of men employed on the railways.

#### **New affiliations**

1962

Sindicato de Trabajadores de Muelle y Depositos de Autoridad Portuaria de Guayaquil, Ecuador (Guayaquil Port Authority Warehousemen's Union, Ecuador)

Sindicato Ferroviario Ecuatoriano (Ecuador Railwaymen's Union)

Sindicato de transportadores de Mercaderias de la Aduana de Guayaquil, Ecuador (Road Haulage)

Organizacion de Empleados y Obreros de Omnibus Interdepartamentales, Uruguay (Bus Workers)

Indonesian Communications and Transport Workers' Union (SBPT)

Liberian Seafarers' and Dock Workers' Union

United Port Workers' and Seamen's Union, Jamaica

Sindicato de Trabajadores del Transporte Maritimo, Colombia

Transport and Industrial Workers' Union, Trinidad and Tobago

Sindicato de Obreros y Obreras del Frigorifico Artigas, Uruguay

Circulo de Electricistas Navales, Argentina

Sindicato Unico Portuarios Argentinos

Union de Trabajadores Portuarios de Panama

Sindicato de Transporte a Larga Distancia, Bolivia

Sindicato de Acarreadores de Ganado, Uruguay

Sindicato de Recibidores de Ganado, Uruguay

Sindicato Unico de Empleados y Obreros de la Cia de Aviacion "Braniff", Peru

Federacion de Sindicatos Profesionales de Choferes y Cobradores de Autobuses y Microbuses de Chile

Finnish Federation of Railwaymen's Unions

Federacion de Trabajadores Portuarios de Venezuela

Sindicato Lloyd Aereo Boliviano Base la Paz, Bolivia

Mulaya Airways and Qantas Airways Local Employees' Union, Malaya

Amalgamated Union of Lagos Municipal Bus Workers, Nigeria  
 Canadian Maritime Union  
 Federazione Italiana Lavoratori dei Porti  
 Bombay Port Trust Employees' Union  
 Ilmakuljetusalan Ammattiliitto (Finnish Civil Aviation Workers' Union)  
 Bermuda Industrial Union  
 Enosis Ptychiouchon Technikon Politikis Aeroporias. (Greek Licensed  
 Civil Aviation Maintenance Mechanics' Union)  
 Enosis Technikon Enaerion Grammon (Greek Civil Aviation  
 Mechanics' Union)  
 Epalgematiki Enosis Aeros Ellados (Greek Civil Aviation Ground  
 Staffs' Union)  
 Enosis Iptamenon Frondiston (Greek Flight Stewards' Union)  
 Enosis Iptamenon Synodon (Greek Flight Hostesses' Union)  
 British Guiana Labour Union  
 General Workers' Union, British Guiana  
 Inland Waterways Engineering Workers' Union, Nigeria  
 Jahazi Mazdoor Union, India (Coastal Seamen)  
 Sindacato Nazionale Assistenti de Volo (Italy)

1963

National Dockers' Union, Korea  
 Transportation Trade Union, Korea  
 National Maritime Workers' Union, Korea  
 Sindicato Choferes Camiones y Afines, Argentina  
 Union Tranviarios Automotor, Argentina  
 Asociacion de Capataces Estibadores Portuarios, Argentina  
 Sindicato Encargados Apuntadores Maritimos, Argentina  
 Sindicato de Obreros Carboneros del Puerto de la Capital, Argentina  
 Southern Rhodesian Transport Workers' Union  
 Sindicato Maritime Nacional de Honduras  
 Federation of Transport and Agricultural Workers, Cyprus  
 Sierra Leone Articled Seamen's Union  
 Sindicato Nacional de Trabajadores de Transportadora Gran Colombiana,  
 Colombia  
 Union de Oficiales de la Marina Mercante del Perú  
 Sindicato de Trabajadores del Ferrocarril Central del Perú  
 Centro de Patrones de Cabotaje de Rios y Puertos, Argentina  
 Sindicato Industrial de Trabajadores de Transportes Aereos de  
 Honduras  
 Union Ferroviaria de los Ex-Ferrocarriles, Midland, Noroeste y Norte,  
 Uruguay  
 Asociacion Nacional de Empleados de la Flota mercante Gran Colombiana  
 (Colombia)

United Road Transport Workers' Association of England  
Asociacion Argentina Empleados de la Marine Mercante  
Gambia Transport and Allied Workers' Union

1964

Sindicato dos Operarios e Carpinteiros Navais de Santos, Brazil  
National Union of Seafarers of India (Bombay)  
Society of Aircraft Engineers of Pakistan  
Trawler and Line Fishermen's Union of South Africa  
Sindicato de Acción y Mejoramiento Ferrocarrilero (SAMF), Guatemala  
Marine Floating Staff Union of Nigeria  
Canadian Merchant Service Guild  
National Workers' Union of Jamaica  
Federation of Air Transport Unions of Philippines  
Hong Kong and Kowloon Motor Car Drivers General Union  
Federacion Nacional de Trabajadores de Administracion Portuaria del  
Peru (FENATAP)  
Sierra Leone Railway Workers' Union  
African Railway Workers' Union, South Africa  
General Contractors and Stevedoring Company Dockworkers' Union,  
Nigeria  
Federación Nacional de Transporte Dominicano, Dominican Republic  
Unión de Taximetristas Costarricenses, Costa Rica

## LIST OF AFFILIATED ORGANIZATIONS

<i>Country</i>	<i>Organization</i>	31st December		
		1962	1963	1964
Aden ...	General and Port Workers' Union ... ..	4,200	4,900	4,900
Argentina	La Fraternidad (locomotive-men) ... ..	26,000	25,500	24,500
	Sindicato de Obreros Marítimos Unidos (seafarers) ...	19,258	14,000	20,000
	Circulo de Electricistas Navales (seafarers) ... ..	600	600	500
	Sindicato Unico Portuarios Argentinos (dock workers)	11,000	11,000	12,000
	Asociacion Argentina de Empleados de la Marina Mercante (merchant marine) ...	—	3,500	3,500
	Sindicato Choferes Camiones y Afines (road transport) ...	—	15,000	15,000
	Unión Tranviarios Automotor	—	50,000	50,000
	Asociación de Capataces Estibadores Portuarios (dockers)	—	900	900
	Sindicato de Obreros Carbo-neros del Puerto de la Capital (dockers) ... ..	—	400	600
	Centro de Patrones de Cabotaje de Rios y Puertos (inland navigation) ...	—	2,000	2,000
	Sindicato Encargados Apun-tadores Maritimes ... ..	—	1,117	1,000
Australia ...	Flight Stewards' Association	210	250	250
	Australasian Airline Flight Engineers' Association ...	180	150	150
	Federated Clerks' Union of Australia ... ..	2,800	2,800	2,800
	Federated Marine Stewards' and Pantrymen's Associa-tion of Australasia ...	1,300	1,000	1,200
	Professional Radio Employ-ees' Institute of Australasia	300	300	300
Austria ...	Gewerkschaft der Eisenbahner (railwaymen) ... ..	100,110	100,110	100,110
	Gewerkschaft der Bediensteten im Handel, Transport und Verkehr (transport workers)	25,200	25,120	25,067
Barbados ...	Barbados Workers' Union ...	1,496	1,099	1,114

Country	Organization	31st December		
		1962	1963	1964
Belgium ...	Belgische Transportarbeidersbond (transport workers) ...	20,604	19,999	18,977
	Centrale Belge du Personnel des Tramways Vicinaux et Autobus (passenger transport workers) ...	11,000	10,000	10,000
	Secteur Cheminots de la Centrale Générale des Service Publics (railwaymen) ...	27,000	26,000	26,000
	Secteur aviation de la C.G.S.P. (civil aviation) ...	500	500	500
	Centrale des Métallurgistes de Belgique (ground staff)	1,000	1,000	1,000
Bermuda ...	Bermuda Industrial Union ...	196	119	113
Bolivia ...	Sindicato Lloyd Aéreo Boliviano Base La Paz (civil aviation) ...	91	91	84
	Sindicato de Transporte a Larga Distancia (road transport) ...	400	400	400
Brazil ...	Confederação Nacional dos Trabalhadores em Transportes Terrestres (transport workers) ...	50,000	42,857	50,000
	Sindicato dos Operários Navais de Santos (shipyard workers) ...	—	—	400
British Guiana	British Guiana Seafarers' Union ...	272	272	272
	Guiana Air Transport Trade Union ...	121	131	131
	Transport Workers' Union ...	1,850	1,850	1,850
	British Guiana Labour Union General Workers' Union ...	1,023	1,023	1,170
British Honduras	General Workers' Development Trade Union ...	232	265	265
	...	300	250	250
Burma ...	Burma Seamen's Union ...	881	878	878
Canada ...	Canadian Brotherhood of Railway, Transport and General Workers ...	32,714	32,709	33,134

Country	Organization	31st December		
		1962	1963	1964
	Railway Labor Executives' Association ... ..	125,000	125,000	125,000
	Canadian Airline Dispatchers' Association ... ..	98	100	92
	Canadian Air Line Flight Attendants Association ...	850	850	1,025
	Canadian Maritime Union ...	500	500	500
	Canadian Merchant Service Guild ... ..	—	—	2,200
Chile	Confederación Marítima de Chile (seamen) ... ..	10,500	10,500	10,500
	Federación de Sindicatos Profesionales de Choferes y Cobradores de Autobuses (passenger transport) ...	42,200	42,200	40,000
Colombia	Sindicato Nacional de Trabajadores Avianca (civil aviation) ... ..	2,800	2,800	2,800
	Union de Trabajadores Fluviales Marítimos Portuarios y Navegantes (seafarers and dockers) ... ..	3,000	3,000	3,000
	Union de Marineros Mercantes de Colombia (seafarers) ...	1,000	1,000	1,000
	Federación Nacional de Ferrovías (railwaymen) ... ..	13,000	13,000	13,000
	Asociación Colombiana de Mecánicos de Aviación (flight engineers) ... ..	1,000	1,000	1,000
	Sindicato de Trabajadores del Transporte Marítimo (dock workers) ... ..	200	200	176
	Sindicato Nacional de Trabajadores de Transportadora Grancolombiana (transport workers) ... ..	—	86	
	Asociación Nacional de Empleados de la Flota Mercante Grancolombiana (Grancolombian office employees) ... ..	—	88	250
			amalgamated	
Costa Rica	Unión Ferroviaria Nacional Ferrocarril Eléctrico al Pacífico (railways) ...	800	800	800

Country	Organization	31st December		
		1962	1963	1964
	Unión de Taximetristas Costarricenses ... ..	—	—	71
Curaçao ...	Union of Curaçao Traffic and Transport Workers ... ..	300	300	350
	Union of Stevedores and Port Service Personnel ... ..	400	400	400
Cyprus ...	Famagusta General Turkish Dock Workers' Trade Union ... ..	—	350	350
	Limasol Turkish Dock Work- ers' Trade Union ... ..	—	145	145
	Larnaca Turkish Lightermen Trade Union ... ..	—	40	40
	Paphos General Workers' Trade Union ... ..	—	20	20
	Federation of Transport and Agricultural Workers ... ..	—	370	370
Denmark ...	Dansk Arbejdsmands- og Spe- cialarbejder Forbund (trans- port workers) ... ..	40,000	40,000	40,000
	Dansk Jernbane Forbund (railwaymen) ... ..	9,734	9,556	9,604
	Dansk Lokomotivmands For- ening (locomotivemen) ... ..	2,000	1,900	1,850
	Sømaendenes Forbund i Dan- mark (seamen) ... ..	6,030	6,030	6,030
	Søfybødernes Forbund i Dan- mark (firemen) ... ..	1,642	1,610	1,532
	Dansk Sø-Restauration's For- ening (stewards) ... ..	1,500	1,500	1,500
	Privatbanefunktionærernes Forbund ... ..	580	580	580
	Dansk Lokomotivmands For- bund (locomotivemen) ... ..	237	220	212
	Skandinavisk Flygnavigatør Forening (civil aviation) ... ..	40	37	36
	Radiotelegrafistforeningen (radio officers) ... ..	400	400	450
Dominican Republic	Federación Nacional de Trans- porte Dominicano (FENA- TRADO) ... ..	—	—	5,000
Ecuador ...	Sindicato Unico de Estiba- dores ... ..			

Country	Organization	31st December		
		1962	1963	1964
	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 Chóferes Profesionales de Defensa Social "Bolívar Cornejo" (road transport) ... ..	260	260	260
	Sindicato de Trabajadores de Muelle y Depósitos de Autoridad Portuaria de Guayaquil (port authority warehousemen) ... ..	408	408	408
	Sindicato Ferroviario Ecuatoriano ... ..	3,500	3,500	3,500
	Sindicato de Transportadores de Mercaderías de la Aduana de Guayaquil (customs road haulage workers) ...	150	150	150
Estonia (exile) ...	Eesti Meremeeste Union (seamen) ... ..	1,315	1,261	1,232
Faroe Islands ...	Føroya Fiskemannafelag (fishermen) ... ..	3,135	3,135	3,135
Finland ...	Finska Järnvägsmannaförbundet (railwaymen) ... ..	15,732	15,924	15,312
	Finska Lokmannaförbundet (railwaymen) ... ..	5,140	5,200	5,330
	Finlands Maskinbefälsförbund	1,100	1,200	1,200
	Finlands Sjömans-Union (seamen) ... ..	8,047	8,778	8,914
	Finlands Bilbranscharbetareförbund (road transport, dockers) ... ..	5,500	6,457	7,830
	Finlands Skeppsbefälsförbund (navigating officers) ...	1,244	1,022	1,022
	Lots-och Fyrmannaförbundet (Pilots' and Lighthousekeepers' Union) ... ..	492	492	492
	Finlands Radiotelegrafistförbund (radio officers) ...	200	200	200
	Finlands Hamnarbetsledareförbund (docks foremen) ...	472	520	548



Country	Organization	31st December		
		1962	1963	1964
	Ilmakuljetusalan Ammattiliitto (civil aviation—ground staff)	400	456	614
	Järnvägmännens Fäkföreningars (railways) ... ..	4,392	4,392	5,260
France	Fédération National de la Marine Marchande F.O. (seamen) ... ..	2,000	2,000	2,000
	Fédération Nationale des Ports et Docks et Assimilés F.O. (dockers) ... ..	5,000	5,000	5,500
	Fédération des Officiers de la Marine Marchande F.O. (ships' officers) ... ..	—	700	700
	Fédération Nationale F.O. des Transports (road transport)	3,000	3,000	3,000
	Fédération Syndicaliste F.O. des Cheminots (railwaymen)	25,000	25,000	25,000
	Fédération des Travaux Publics et des Transports F.O.	9,000	8,000	8,500
	Fédération Autonome des Cadres (railway salaried staff) ... ..	15,245	15,000	15,100
	Syndicat National du Personnel Navigant Commercial (cabin attendants) ... ..	1,125	1,300	1,350
	Syndicat des Officiers Radios de L'Aviation Civile (radio officers) ... ..	250	246	250
	Syndicat National des Officiers Mécaniciens de l'Aviation Civile (civil aviation—flying staff) ... ..	454	500	500
	Syndicat National des Pilots de Ligne (pilots) ... ..	860	923	908
Gambia	Gambia Workers' Union ...	—	500	500
Germany	Gewerkschaft öffentliche Dienste Transport und Verkehr (transport workers)	109,425	108,347	107,799
	Gewerkschaft der Eisenbahner Deutschlands (railways) ...	438,525	434,431	434,296
Great Britain	National Union of Railway- men ... ..	310,082	292,640	266,303
	National Union of Seamen ...	60,000	60,000	60,000
	Associated Society of Loco-			

Country	Organization	31st December		
		1962	1963	1964
	motive Engineers and Firemen ... ..	52,185	49,559	45,561
	Transport Salaried Staffs' Association ... ..	86,867	83,295	83,723
	Union of Shop Distributive and Allied Workers ... ..	40,000	40,000	40,000
	Transport and General Workers' Union ... ..	350,000	350,000	350,000
	The Merchant Navy and Air-line Officers' Association ... ..	16,000	16,000	17,000
	Radio Officers' Union ... ..	3,567	2,892	3,122
	Scottish Commercial Motor-men's Union ... ..	12,000	12,000	12,000
	Cardiff, Penarth and Barry Coal Trimmers' Union ... ..	110	92	92
	United Road Transport Union	—	5,000	10,000
Greece ...	Fédération Panhellénique des Cheminots (railwaymen) ... ..	10,500	10,500	10,500
	Pan-Hellenic Seamen's Federation ... ..	51,756	51,756	51,756
	Federation of Greek Dockers	10,100	10,100	3,000
	Flight Stewards' Union ... ..	30	30	30
	Civil Aviation Mechanics' Union ... ..	190	165	195
	Licensed Civil Aviation Maintenance Mechanics' Union	180	180	180
	Greek Air Professionals' Union ... ..	800	800	800
	Flight Hostesses' Union ... ..	50	50	50
Grenada ...	Grenada Seamen and Water-front Workers' Union ... ..	512	574	400
Guatemala	Sindicato de Acción y Mejora-miento Ferrocarrilero ... ..	—	—	3,475
Honduras	Sindicato Independiente Por-tuario Ferrocarrilero y Anexos (dockers and rail-waymen) ... ..	600	1,200	1,200
	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras (railways) ... ..	396	396	321
	Sindicato Marítimo Nacional de Honduras (seafarers) ... ..	—	200	180
	Sindicato Industrial de Traba-jadores de Transportes			

Country	Organization	31st December		
		1962	1963	1964
	Aéreos de Honduras (civil aviation flying and ground staff) ... ..	—	160	160
Hong Kong	Kowloon - Canton Railway Workers' Union ... ..	130	267	267
	Hong Kong Chinese Seamen's and Marine Employees' General Union ... ..	3,120	3,200	3,200
	Hong Kong and Kowloon Motor Car Drivers' General Union ... ..	—	—	950
Iceland ...	Sailors' and Fishermen's Union ... ..	1,704	1,732	1,745
India ...	All India Railwaymen's Federation ... ..	50,000	50,000	50,000
	The Maritime Union of India Transport and Dock Workers' Union ... ..	1,435	1,615	1,561
	National Union of Seamen of India ... ..	11,336	11,697	11,316
	Calcutta Port Shramik Union	17,139	17,084	17,084
	Indian Flight Engineers Association ... ..	20,625	24,874	24,876
	The Indian Flight Navigators' Guild ... ..	52	50	44
	Bombay Port Trust Employees' Union ... ..	47	40	41
	Jahazi Mazdoor Union ... ..	5,120	5,188	5,391
	National Union of Seafarers	—	1,734	1,734
		—	—	12,000
Indonesia	Persatuan Buruh Kereta Api (railwaymen) ... ..	30,666	30,666	30,666
	Serikat Buruh Penerbangan (civil aviation) ... ..	1,700	1,700	1,500
	Serikat Buruh Perhubungan dan Transport ... ..	—	13,705	13,705
Irish Republic	Irish Transport and General Workers Union ... ..	5,000	5,000	5,000
	Seamen's Union of Ireland ...	1,006	1,006	1,006
Israel ...	Israel Seamen's Union ...	2,940	2,520	2,500
	National Union of Government Employees (railwaymen) ... ..	2,000	2,000	2,000

<i>Country</i>	<i>Organization</i>	31st December		
		1962	1963	1964
	Transport Workers' Division of Histadrut ... ..	23,500	23,500	23,500
Italy ...	Sindacato Italiano Unitario Ferrovieri (railways) ...	18,120	16,872	16,872
	Federazione Italiana Lavoratori del Mare (seafarers) ...	11,534	10,111	10,331
	Federazione Italiana Lavoratori dei Porti (dock workers) ... ..	9,755	9,755	9,755
	Federazione Italiana Lavoratori Trasporti e Ausiliari del Traffico (road transport) ...	20,000	20,000	20,000
	Sindacato Nazionale Gente dell' Aria (civil aviation personnel) ... ..	892	1,000	1,000
	Sindacato Autonomo Unificato Ferrovieri Italiani (railways)	34,000	34,000	34,000
	Unione Italiani Marittimi (seafarers) ... ..	5,570	5,570	5,920
	Unione Italiana Pescatori (fishermen) ... ..	2,500	2,500	2,650
	Unione Italiana Lavoratori Portuali e Aggregati (dockers) ... ..	2,781	3,527	3,527
	Federazione Nazionale Autoferrotranvieri e Internavigatori (passenger transport)	15,821	19,090	19,550
	Federazione Nazionale dei Liberi Sindacati Lavoratori della Pesca (fishermen)	10,709	11,250	11,250
	Sindacato Nazionale Assistenti di Volo (civil aviation)	400	400	500
Jamaica ...	United Port Workers' and Seamen's Union ... ..	838	838	838
	National Workers' Union ...	—	—	3,659
Japan ...	All-Japan Seamen's Union ...	110,000	120,000	120,000
	National Railway Workers' Union ... ..	300,000	280,000	270,000
	National Federation of Municipal Transport Workers' Unions ... ..	30,000	30,000	30,000
	Japan Travel Bureau Trade Union ... ..	3,000	3,000	3,000
	Nippon National Railway Motive Power Union ...	50,000	50,000	50,000

Country	Organization	31st December		
		1962	1963	1964
	All Japan Express Workers' Union ... ..	—	30,000	30,000
Kenya	East African Railway Asian Union ... ..	1,500	1,500	900
	Transport and Allied Workers' Union ... ..	—	18,000	18,000
	Railway African Union ...	6,000	3,126	3,126
	National East African Seamen's Union ... ..	774	774	937
Korea	Korean Railway Workers' Union ... ..	22,000	22,000	23,000
	National Dockers' Union ...	—	15,022	19,170
	Korean Transportation Trade Union ... ..	—	22,741	13,613
	National Maritime Workers' Union ... ..	—	10,942	10,942
Lebanon	Syndicat des Chauffeurs des Automobiles Privées dans la République Libanaise ...	650	670	670
Liberia	National Maritime Union of Liberia ... ..	7,380	7,380	7,380
Libya	Port Workers' Union ...	800	800	800
Luxembourg	Fédération Nationale des Cheminots et des Travailleurs du Transport (railways, road transport, civil aviation) ... ..	6,772	6,508	6,495
Madagascar	Fédération des Cheminots (railwaymen) ... ..	1,000	1,000	1,000
Malawi	Railway Asian Union ...	77	77	70
	Transport and Allied Workers' Union ... ..	4,000	4,000	4,000
	Railway Workers' Union ...	3,426	3,426	3,426
Malaya	Transport Workers' Union ...	2,000	2,000	2,000
	Harbor Trade Union ...	2,000	2,500	2,500
	Railwaymen's Union of Malaya ... ..	5,000	12,000	12,000
	Malayan Airways / Qantas			

Country	Organization	31st December		
		1962	1963	1964
	Empire Airways Local Employees' Union ... ..	1,501	1,570	1,752
Malta ...	General Workers' Union Port and Industries Section ...	1,050	1,050	1,102
Mauritius	General Port and Harbour Workers' Union ... ..	1,038	1,038	1,038
	Bus Drivers' and Conductors' Union ... ..	300	516	600
Mexico ...	Sindicato Industrial de Traba- jadores del Transporte Marítimos, Fluvial y La- cubre de la Republica Mexicana (Inland Naviga- tion) ... ..	1,800	1,800	1,800
	Sindicato Nacional de Traba- jadores de Auto-Transporte y Conexos (passenger transport) ... ..	50,000	50,000	50,000
	Sindicato Nacional de Estiba- dores Alijo, Cargadura, Marinos y Similares de la R.M. (seafarers, dockers) ...	3,000	3,000	3,000
	Unión Nacional de Marineros, Fogneros, Mayordomos, Cocineros, Camareros y Similares del Golfo de Mexico ... ..	250	250	250
	Asociacion Sindical de Pilotes Aviadores (civil aviation)	441	395	400
Netherlands	Nederlandse Bond van Ver- voerspersoneel (transport)	44,035	44,750	45,505
	Centrale van Zeevarenden ter Koopvaardij en Visserij (seafarers, fishermen) ...	13,332	13,732	11,751
	Algemene Bond "Mercurius" (motor drivers) ... ..	1,670	1,842	1,630
	Vereniging van KLM Boord- werktuigkundigen ... ..	440	410	320
	Vereniging van KLM Pursers en Hofmeesters ... ..	597	527	501
	KLM Stewardesses' Associa- tion ... ..	298	265	309

Country	Organization	31st December		
		1962	1963	1964
New Zealand	Federated Seamen's Union of New Zealand ... ..	2,120	2,027	2,007
	Federated Cooks' and Stewards' Union of New Zealand ... ..	1,000	1,000	1,000
	North Island Waterfront Workers' Industrial Association of Workers ...	4,100	4,100	4,100
Nicaragua	Transportadores Unidos Nicaraguenses (road transport)	3,000	3,000	3,000
Nigeria ...	Nigerian Dockers, Transport and General Workers' Union ... ..	2,282	2,282	2,175
	Railway Technical Staff Association of Nigeria ... ..	1,000	1,000	1,500
	Nigerian Transport Staff Union ... ..	1,200	1,200	1,200
	Nigerian Port Authority Clerical Workers' Union ...	215	215	215
	Nigerian Railway Permanent Way Workers' Union ...	3,907	3,907	3,907
	Railway and Port Transport Staff Union ... ..	3,004	3,004	3,004
	U.A.C. and Associated Companies African Workers' Union ... ..	528	1,500	1,500
	Nigerian Port Authority Workers' Union ... ..	5,654	5,654	5,654
	Nigerian Motor Drivers' Union and Allied Transport Workers ... ..	2,200	2,200	2,450
	Amalgamated Union of Lagos Municipal Bus Workers ...	800	800	950
	Inland Waterways Engineering Workers' Union ...	214	214	210
	Marine Floating Staff Union	—	—	500
	General Contractors and Stevedoring Company ...	—	—	400
Norway ...	Norsk Jernbaneforbund (railwaymen) ... ..	20,134	20,000	19,324
	Norsk Lokomotivmandsforbund (railways—loco'men)	2,039	2,068	2,047
	Norsk Sjømannsforbund (seafarers, inland navigation)			

Country	Organization	31st December		
		1962	1963	1964
	fishermen) ... ..	48,000	48,000	46,000
	Det Norske Maskinistforbund (seafarers—engineer officers)	4,300	4,300	4,300
	Norsk Styrmandsforening (sea- farers—mates) ... ..	4,772	4,790	4,930
	Norsk Transportarbeiderfor- bund (road transport, dock- ers) ... ..	22,076	21,854	19,731
	Norsk Jern- og Metallarbeid- forbund (civil aviation) ...	850	800	800
Pakistan ...	Pakistan Transport Workers' Federation ... ..	20,000	10,000	10,000
	Maritime Union of Pakistan	304	380	380
	Flight Engineers' and Naviga- tors' Association ... ..	45	46	46
	National Seamen's Union ...	1,292	1,246	3,154
	Society of Aircraft Engineers of Pakistan ... ..	—	—	201
Panama ...	Federación de Trabajadores Marítimos de Panamá (sea- farers) ... ..	700	700	500
	Sindicato de Chóferes de Taxi de Panamá (taxi drivers) ...	149	113	113
	Sindicato de Auténticos Chó- feres de Radio Taxi y Ex- preso Tocumen (radio taxi drivers) ... ..	50	50	50
	Union de Transporte Acarreo y Mudanzas (removal work- ers) ... ..	23	23	23
	Sindicato Coclesano de Trans- porte de Pasajeros y Carga (road transport) ... ..	40	40	40
	Sindicato de Conductores de Taxis Pequeños (minicab drivers) ... ..	105	105	50
	Unión de Trabajadores Portu- arios de la Republica de Panama (dock workers) ...	510	510	510
Paraguay ...	Liga de Obreros Marítimos del Paraguay ... ..	3,000	3,000	3,000
Peru ...	Federación de Trabajadores en Aviación Civil del Peru (civil aviation) ... ..	1,044	1,044	1,044



<i>Country</i>	<i>Organization</i>	31st December		
		1962	1963	1964
	Federación de Chóferes y Anexos del Perú (road transport) ... ..	5,000	5,000	15,000
	Asociación de Oficiales Fluviales de la Marina Mercante de Iquitos (inland navigation) ... ..	200	200	200
	Asociación de Trabajadores Marítimos, Portuarios Postulantes de Chimbote de Auxilios Mutuos y Defensa del Trabajador (dock workers) ... ..	205	205	95
	Federación Nacional de Trabajadores Ferroviarios del Perú (railways) ... ..	8,300	10,000	8,000
	Federación de Motoristas Conductores y Anexos del Perú (drivers and conductors) ... ..	1,800	1,800	650
	Sindicato Unico de Empleados en Autobus (Bus Staffs' Union) ... ..	300	300	300
	Sindicato Unico de Trabajadores Marítimos y Portuarios Puerto Chimbote ...	185	185	185
	Sindicato de Trabajadores de la Cia de Aviation "Faucett" (maintenance personnel) ...	280	330	330
	Sindicato de Empleados de la C.N.T. (tramway staff) ...	202	202	202
	Sindicato Unico de Trabajadores en Autobuses de Arequipa ("SUTA") (bus workers) ... ..	300	300	150
	Sindicato Unico de Trabajadores en Autobuses del Perú ... ..	4,703	4,703	1,500
	Sindicato Unico de Empleados y Obreros de la Cia de Aviacion Brannif Airways (civil aviation) ... ..	85	100	100
	Sindicato de Trabajadores del Ferrocarril Central del Perú (road services—railwaymen)	—	2,700	2,700
	Unión de Oficiales de la Marina Mercante del Perú (marine officials—officers)	—	210	300

Country	Organization	31st December		
		1962	1963	1964
	Federación Nacional de Trabajadores de Administración Portuaria del Perú (port workers) ...	—	—	600
	Sindicato del Personal de Mantenimiento de Tranvías (tramways maintenance) ...	312	312	312
Philippines	Philippine Transport and General Workers' Organization. Federation of Air Transport Unions (FATU)	28,000	28,000	28,000
		—	—	1,000
Poland (exile) ...	Association of Polish Merchant Navy Officers in London, Seamen, etc. ...	224	259	238
Rhodesia ...	Rhodesian Railway Workers' Union ...	4,056	4,102	5,006
	Railway African Workers' Union ...	13,889	13,889	16,504
	Rhodesian Transport Workers' Union ...	—	1,032	2,960
El Salvador	Federación de Sindicatos de la Industria del Transporte ...	1,500	1,500	1,500
St. Lucia ...	St. Lucia Seamen's and Waterfront Workers' Trade Union ...	303	303	303
Sierra Leone ...	Transport and General Workers' Union ...	900	1,000	1,000
	Sierra Leone Articled Seamen's Union ...	—	627	946
	Railway Workers' Union ...	—	—	1,944
South Africa ...	South Africa Council of Transport Workers ...	2,500	2,500	2,500
	Trawler and Line Fishermen's Union ...	—	—	700
	African Railway Workers' Union ...	—	—	101
Spain (underground)	UGT Ferroviarios y Transportes ...	6,419	6,419	6,419

Country	Organization	31st December		
		1962	1963	1964
Sweden ...	Svenska Järnvägsmannaförbundet (railways, road transport) ... ..	56,575	55,246	53,366
	Svenska Sjöfolksförbundet (seafarers and inland navigation) ... ..	22,187	20,637	20,023
	Svenska Maskinbefälsförbundet (seafarers—engine room officers) ... ..	2,727	3,184	3,362
	Svenska Transportarbetareförbundet (road transport, dockers, civil aviation) ...	39,813	40,419	41,186
	Handelstjänstemannaförbundet (dockers, civil aviation)	5,420	6,029	6,920
	Sveriges Fartygbefälsförening (inland navigation, seafarers, officers) ... ..	3,333	3,447	3,447
	Svenska Stewardsföreningen ...	753	754	761
Switzerland	Schweizerischer Eisenbahnerverband (railwaymen) ...	42,782	42,840	43,252
	Verband der Handels- Transport und Lebensmittelarbeiter der Schweiz ...	10,687	9,831	10,397
	Schweizerischer Verband des Personals öffentliche Dienste (civil aviation) ... ..	976	966	1,047
Trinidad ...	Seamen and Waterfront Workers' Trade Union ... ..	5,218	6,507	6,933
	Caribbean Air Transport Trade Union ... ..	500	538	670
	Transport and Industrial Workers' Union ... ..	650	650	684
Tunisia ...	Fédération Générale des Cheminots de Tunisie (railwaymen) ... ..	3,647	3,600	3,600
	Fédération Tunisienne des Ports et Docks (dockers) ...	1,200	1,200	1,200
Turkey ...	Maritime Union of Turkey ...	3,285	3,285	3,285
	Turkish Railway Workers' Trade Union Federation (railwaymen) ... ..	14,225	14,225	14,225
Uganda ...	Railway African Union ...	3,126	3,126	3,000
	Amalgamated Transport and General Workers' Union ...	800	1,000	1,000

Country	Organization	31st December		
		1962	1963	1964
United Arab Republic	Officers and Seamen Mercantile Navy Staff ... ..	5,575	5,575	5,575
United States ...	Railway Labor Executives' Association ... ..	619,500	619,500	619,500
	Seafarers' International Union of North America ... ..	56,000	56,000	56,000
	The Radio Officers' Union ... ..	850	810	800
	International Association of Machinists ... ..	35,000	35,000	35,000
	Transport Workers' Union of America ... ..	75,000	75,000	75,000
	National Maritime Union of America ... ..	38,000	45,000	40,000
	International Organization of Masters, Mates and Pilots Amalgamated Transit Union	10,000	8,000	8,000
	Flight Engineers' International Association ... ..	100,000	100,000	100,000
	American Radio Association	2,000	1,200	1,000
	National Marine Engineers' Beneficial Association ... ..	1,000	1,000	859
	Airline Dispatchers' Association ... ..	8,000	8,000	8,000
	International Longshoremen's Association ... ..	650	750	675
		80,000	80,000	80,000
Uruguay ...	Federación Ferroviaria y Ramas Anexas del Uruguay (railwaymen) ... ..	6,000	7,000	7,000
	Unión Centros de Marinos (seafarers) ... ..	700	700	700
	Sindicato Autónomo Estibadores de Ultramar del Uruguay (dock workers) ... ..	700	700	700
	Sociedad Obreros Carboneros del Puerto de Montevideo (dockers) ... ..	650	680	680
	Asociación de Apuntadores del Puerto de Montevideo (dockers) ... ..	147	147	147
	Sociedad de Obreros Tonerros del Puerto de Montevideo (dockers) ... ..	39	39	39
	Asociación de Guardianes de Agencias Marítimas del			

Country	Organization	31st December		
		1962	1963	1964
	Puerto de Montevideo (dock workers) ... ..	106	106	106
	Sindicato Marino Carbon y Sal del Puerto de Montevideo (dockers) ... ..	66	66	66
	Asociación de Cosedores y Marcadores del Puerto de Montevideo (dockers) ... ..	75	75	75
	Asociación de Apuntadores de Cereales y Subproductos del Puerto de Montevideo (dockers) ... ..	27	27	27
	Sociedad de Capataces de Estiba Sección Carga Blanca (dock workers) ... ..	50	50	50
	Sindicato Autónomo de Obreros del Omnibus (bus drivers)	700	700	700
	Organización de Empleados y Obreros de Omnibus Interdepartamentales (bus workers) ... ..	600	600	600
	Sindicato de Obreros y Obreras del Frigorífico Artigas (dockers) ... ..	161	200	205
	Sindicato de Acarreadores de Ganado (Transportadores) (transport) ... ..	150	150	150
	Sindicato de Recibidores de Ganado (transportadores) (transport) ... ..	50	50	50
	Unión Ferroviaria de los Ex-Ferrocarriles (railwaymen)	—	1,200	1,200
Venezuela	Federación de Trabajadores del Transporte de Venezuela (transport—general)	52,000	52,000	56,000
	Federación de Trabajadores Portuarios de Venezuela (dock workers) ... ..	11,000	11,000	11,000
Zambia ...	Central African Road Services Workers' Trade Union ...	1,015	1,015	1,015

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### NOTE

From this point onwards and for convenience of reference, items and parts of items which are of particular interest are numbered consecutively. Subsequent cross-references are indicated by the number of the item referred to within brackets.

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### III

## RELATIONS WITH AFFILIATED ORGANIZATIONS

### 1.

#### **Australasia**

Following the First Meeting of the Asian Advisory Committee held in April 1962, in Tokyo, the General Secretary went on to Australia and New Zealand in order to contact affiliates and other unions there and gain a first-hand impression of the trade union scene in this important area. Although the ITF has a number of staunch affiliates in the area, relations with the transport workers' trade unions in Australia particularly have been complicated by the hold which international communism has on a broad sector of the trade union movement. In addition, there are certain difficulties in paying international affiliation fees, since individual union dues are subject to a legally prescribed ceiling, thus limiting the funds available to the union for any particular purpose. A particularly alarming feature of communist activities in Australia was brought out by Brother J. P. Maynes, Federal President of the Federated Clerks' Union of Australia, during the meeting of the Asian Advisory Committee. Brother Maynes pointed out that this bridgehead in one of the most prosperous areas of the world was being skilfully exploited for the promotion of international communism in Asia, where the consequences of any increase in communist influence would have very grave implications for the survival of free trade unionism throughout the world.

During his consultations with a large number of leading personalities in the Australian trade union movement, the General Secretary was struck by a sincere desire evident in many quarters to shake off the communist grip and enter into much closer cooperation with the democratic international trade union movement. At the time it was hoped that these tendencies would be strengthened following the election of a non-communist, Brother Fitzgibbon, as General Secretary of the Australian Waterside Workers' Federation, but unfortunately these hopes were not borne out by subsequent developments in Australia. During his stay in Australia and New Zealand, the General Secretary made important contacts with a number of non-affiliated transport workers' organizations, some of whom expressed a certain interest in affiliation with the ITF. A press conference given in Sydney by the General Secretary in which he stressed the urgency of freeing the Australian unions from communist domination was given wide publicity in the press, besides being transmitted on radio and television.

### 2.

#### **Seafarers' International Union of North America (SIU), Marine Engineers' Beneficial Association (MEBA) and the International Longshoremen's Association (ILA)**

At its meeting in London from 11 to 13 April 1962 the ITF Executive Committee authorized the General Secretary to lift the suspension of the Seafarers' International Union of North America (SIU), which had

resulted from a decision taken by the Executive Committee at its meeting in Tel Aviv in April 1961, on condition that: a) the SIU cancelled its notice of withdrawal from the ITF and declared its readiness to observe the ITF Constitution; and b) the International Division of the AFL-CIO Maritime Trades Department ceased its activities outside the United States. It was further agreed that a Joint Seafarers' and Dockers' Conference should be convened in June 1962 to consider these and related matters.

In June 1962 the Joint Seafarers and Dockers' Conference adopted the following resolution: —

“This Conference, having received reports on recent developments in relation with the American maritime unions which have disaffiliated from the ITF, and considering that there is no improvement in the situation, endorses the action of the Executive Committee and feels that the requirements laid down by that body have to be met before the suspension of the SIU can be lifted.”

On 23 and 24 July 1962 the ITF Executive Committee again considered developments following the suspension of the SIU in April 1961 and the withdrawal of the International Longshoremen's Association and the Marine Engineers' Beneficial Association which the suspension provoked. The Executive Committee noted in particular a report of the Joint Seafarers' and Dockers' Conference in Utrecht on 26 June 1962. The Committee agreed unanimously to reaffirm the decision taken at its meeting in April 1962 that the General Secretary should be authorized to lift the suspension of the SIU, provided that the conditions laid down at that meeting were met to its satisfaction. The Executive Committee further agreed that it should continue to deal with these problems with a view to finding a solution in accord with the best interests of the ITF.

On 27 April 1963 the General Secretary attended a meeting in Washington with representatives of the SIU, the meeting also being attended by Brother D. S. Beattie, Member of the ITF Executive Board, and Brother G. E. Leighty, President of the United States Railway Labour Executives' Association, who was in the chair. As a result of this meeting, the General Secretary was given a joint letter signed by Brothers Paul Hall of the SIU, Raymond McKay of the MEBA and William V. Bradley, of the ILA, withdrawing the resignation of these organizations from the ITF and “accepting the responsibilities set forth in the Constitution”.

This letter and a copy of another letter from Brother Paul Hall to the Secretary of the AFL-CIO Maritime Trades Department were subsequently brought to the attention of the ITF Executive Board at its meeting in Oslo in May 1963. After a further oral report by the General Secretary and Brother Beattie on the meeting in Washington with representatives of the SIU, the Board decided that the terms of the joint letter from the SIU, MEBA and ILA, together with the letter of Brother Paul Hall to the Secretary of the AFL-CIO Maritime Trades Department, were such as to meet adequately the conditions attached by the former Executive Committee to the lifting of the suspension of the SIU from membership of the ITF. This decision was taken in accordance with Rule V, Paragraph 3 of the ITF Constitution. The effect of the decision was that the SIU, MEBA and ILA had resumed their membership of the ITF.



The Conference of the ITF Seafarers' Section which was held in Copenhagen on 27 and 28 November 1963 gave consideration to the following draft resolution submitted by the ITF-affiliated Canadian Maritime Union: —

WHEREAS the Seafarers' International Union of Canada was expelled from the Canadian Labour Congress in April 1960 for raiding a sister affiliate; and

WHEREAS the Seafarers' International Union of North America were recommended for suspension from affiliation of the I.T.F. January 26 1961 for interference in the domestic affairs of the British National Union of Seamen, which resulted in their withdrawal from the ITF; and

WHEREAS the Executive Board of the ITF reinstated the SIU of NA while a judicial inquiry into the conduct and operation of the SIU of Canada was in progress, which resulted in a most severe condemnation of the SIU of Canada; and

WHEREAS the SIU of NA has been for months and continues to interfere with the operations of ships manned by the Canadian Maritime Union and the CBRT; and

WHEREAS the action of the Executive Board of the ITF in re-instating the SIU of NA was taken without notification to the Canadian Executive Board members, namely W. J. Smith and Frank Hall, or the Canadian Labour Congress.

THEREFORE BE IT RESOLVED that the Seafarers' section of the ITF recommend to the Executive Board of the ITF that it re-examine the decision with a view to expelling the SIU of NA.

During discussion of this draft, the Conference agreed to amend the last paragraph to read: —

“Therefore be it resolved that the Seafarers' Section of the ITF, meeting in Copenhagen on 27-28 November 1963, recommend to the Executive Board of the ITF in the light of the Norris Report that they should expel the SIU from membership of the ITF.”

The reference to the “Norris Report” is to the findings of the judicial inquiry mentioned in the third paragraph of the draft. The resolution, as amended, was then adopted.

At its meeting in Vienna on 8 and 9 June 1965, the ITF Executive Board considered the resolution adopted by the Seafarers' Section Conference. The Executive Board decided that it had no authority to consider the expulsion of an affiliated organization, as recommended in the last paragraph of the resolution, and that, according to Rule V of the ITF Constitution, such a matter lay within the jurisdiction of the General Council. The Board therefore referred the resolution to the General Council for consideration at its next meeting which was to take place immediately after the ITF Congress to be held in Copenhagen from 28 July to 6 August 1965.

Rule V (Paragraphs 5 and 6) of the ITF Constitution reads:—

“5. The General Council shall have authority to expel an affiliated organization.

6. An appeal against a decision by the General Council taken under paragraphs 2 and 5 of this rule may be made to an Ordinary Congress.”

Since, ordinarily, the next meeting of the General Council would not take place until after Congress, which would mean that no appeal against a decision to expel the SIU could be made until the following Congress in 1968, the Executive Board decided at its meeting from 2 to 4 November 1964 in London that a special meeting of the General Council should be convened in Copenhagen early in the period to be covered by the 1965 Congress to consider the recommendation of the Seafarers' Section that the SIU should be expelled from the ITF. This would give the SIU an opportunity of appealing to the 1965 Congress against any decision by the General Council to expel the organization from the ITF.

## IV

### DISPUTES AND INDUSTRIAL ACTIONS

3.

#### **ILO Fact-Finding and Conciliation Commission concerning the ratification by Japan of ILO Convention No. 87 on Freedom of Association**

For more than six years the ITF has been pressing the Japanese Government both to ratify ILO Convention 87 on Freedom of Association and Protection of the Right to Organize and, as an essential part of the ratification procedure, to amend certain provisions in the legislation governing labour relations on the Japanese National Railways which restrict railwaymen's trade union rights. Together with the ICFTU and other International Trade Secretariats, the ITF lodged a complaint in 1958 against the Government with the ILO, whose Committee on Freedom of Association has drawn the Government's attention time and again to the urgent need for it to conform to a Convention which lies at the very heart of the ILO's activities.

The Government has promised repeatedly to see ratification through the Diet, Japan's legislature, but always has stumbled on difficulties, often very late in the day, which, it said, made the deferment of ratification inevitable. Having exhausted the ordinary procedures for dealing with complaints of this kind, the ILO finally asked the Government to agree that an ILO Fact-Finding and Conciliation Commission should consider the case. To its credit, the Government did so and a three-man panel of the Commission, headed by Mr. Erik Dreyer, a distinguished Danish public servant, began hearing evidence from the complainants and the Government in Geneva on 9 September 1964.

The General Secretary of the ITF delivered a statement of the ITF's position to the Commission on 10 September. He concentrated on two points: Firstly that under present legislation the ITF's two affiliates among National Railways workers—the National Railways Workers' Union (Kokuro) and the Motive Power Union (Doro)—were denied either the right to strike or an acceptable form of arbitration; and secondly that by decreeing certain types of railwayman to be ineligible for membership of the ITF's unions and by stipulating that the unions' leaders must be employed by the railways, the Government had placed intolerable restraints on the unions' freedom to run their own affairs.

It is no secret that the Government has been very embarrassed by the international publicity that the more discreditable aspects of its labour relations policy have received, especially at a time when Japan is anxious to play a large part in various international organizations such as the (OECD). The ITF, its Japanese affiliates and the free international movement generally are determined, however, to maintain unrelenting pressure on the Government to mend its ways.

The full text of the General Secretary's statement follows: —

“The ITF's interest in the matters the Commission is considering arises in part from its concern to support its Japanese affiliates, which

include the National Railway Workers' Union and the National Railways Motive Power Union, and more generally from its constitutional obligation to further the cause of free trade unionism among transport workers internationally.

"Its particular involvement in the Japanese scene began in November 1957 when an ITF representative visited Japan with a colleague representing the International Confederation of Free Trade Unions (ICFTU) and it is all too depressingly true that almost all the findings of that mission are as valid today as when they were first made. ILO Convention 87 remains unratified, employees of the National Railways continue to suffer an intolerable measure of interference in their trade union affairs and they are still denied either the right to strike or an acceptable form of arbitration when a negotiated settlement of disputes proves impossible.

"The ITF will not trespass upon the Commission's time to the point of dwelling in detail on all the forms these injustices take, but wishes to state its categorical support for the statements made to the Commission by the National Railways Motive Power Union on 25 June 1964 and by the National Railways Workers' Union on 27 June 1964. We wish furthermore to make the following general observations.

"The ITF is involved at the moment in an international survey of railwaymen's trade union rights. The results of that survey will not be available in full for some time, but it is already obvious that whilst the degree of freedom of action allowed to railwaymen varies considerably from country to country, the position in Japan is sadly marked by the degree to which the restrictions are unrelieved by compensations or qualifications.

"For example, it is by no means uncommon for the right of railwaymen to strike to be qualified, or even denied, but—and this accords with the view often expressed by the ILO's Committee on Freedom of Association—there is normally provision, often painstaking, for a form of arbitration that ensures both an objective treatment of the issues and a reasonable certainty that the arbitrators' decisions will be implemented. It is our contention that the provisions in the Japanese Public Corporation and National Enterprise Labour Relations (PCNELR) Law meet neither the requirement of obvious impartiality nor the certainty of implementation and thus conflict directly with tenets implicit in ILO Convention 98 and fundamental to the whole concept of collective bargaining.

"It is no part of the ITF's case that railwaymen should occupy any privileged place in an organized democratic society, and even less that they should always be free to throw the community at large into chaos by the irresponsible use of their collective power. We recognize that railways form a vital element in the life of a country and that it is not necessarily unreasonable for a country to want to frame its legislation in such a way that it is protected to some extent from the threat of a cessation of a vital service. But there is also the wider obligation on a democratic government to have regard to the protection of freedom of association and the exercise of that freedom. It is in the marrying of these two considerations that the Japanese Government has, to our mind, failed lamentably. What should have been a careful balancing

of twin objectives has become instead a ponderous erection of restrictions, in the shape of the PCNELR Law, with no more than a perfunctory acknowledgment of railwaymen's rights.

"That the result is at odds with the provisions of ILO Convention 87 is one thing, at least, on which the Japanese Government and the complainant organizations can agree. The pity is that this agreement should have taken so long to be translated into action by the removal of the offending provisions. Why the Commission should have to sit at all, some six years after complaints were first made—and their basic validity has been admitted from the outset—is a question that perhaps the Japanese Government alone can answer.

"A complete reversal of outlook is what is most needed. The right approach, as the experience of most truly democratic governments testifies, is to start from the basis that there should be a maximum of freedom and that what restrictions are really essential should preferably be negotiated between employers and unions, or laid down in legislation to which the unions can consent.

"This is not a matter of simply asserting an academic argument but of arriving at a supremely effective and, in the long run, beneficial conjunction of elementary rights and managerial efficiency. Having hedged around railwaymen's rights with a battery of limitations and injunctions, has the government achieved the stability and efficiency in a vital service at which the legislation was ostensibly aimed? The catalogue of clashes between management and labour of which we have knowledge shows that is has not. Rather, the atmosphere of, at best, cold war has bedevilled negotiations on almost every issue. A national railway strike would be very costly, but what have the endless minor skirmishes cost?

"It is pointless to draw a distinction between freedom of association and collective bargaining rights. The latter is impossible without the former; the former is worthless without the latter. Nor is it of any value to be able to negotiate, if what results from negotiations is not given effect.

"The most gross of the PCNELR Law's transgressions of trade union freedoms is the provision that trade union leaders must be employees of the National Corporation or National Enterprise for which their union caters. There has been at least some move towards the removal of this offensive stipulation, with all the opportunities for management pressure that it offers, but until its removal is effected, the ITF will be unconvinced of the good-will and tolerance to the trade union movement that the government professes.

"The provisions regarding the category of worker who might belong to a railwaymen's union also offer scope for the infringement of freedom to associate and we remain sceptical that the amendment proposed in this respect meets adequately our view that all railwaymen should have an unequivocal right to join their union.

"The right to negotiate, even within the restricted framework offered by existing legislation, is quite empty if the railwaymen are not allowed to choose their leaders freely, or if large segments of railway employment are declared arbitrarily to be beyond the reach of the trade union movement. Nothing is more inimical to freedom of association than

legislation delimiting without any good reason both the extent to which a union may organize and who may lead it.

“Furthermore, it is inimical to collective bargaining to exclude any possibility of discussing matters of rightful concern to railwaymen. No-one disputes management’s right to manage, but to prevent railwaymen’s unions from discussing operational questions flies in the face of all modern trends with regard to joint consultation, and also provides the management with a dangerous loop-hole through which it can escape the implications of decisions reached in collective bargaining. Indeed, the limitation on the type of subject a union could raise could be used, without much ingenuity, to exclude, say, working hours.

“In conclusion we wish to say that the most liberal of legislation is of no value if it is implemented illiberally. If, as we earnestly hope, the Japanese Government changes its legislation regarding the National Railways so as fully to meet the requirements of ILO Convention 87 (and 98), then we would urge them to apply the new legislation in a spirit of good-will, undeterred by any difficulties that they might initially encounter in the transition from restriction to freedom.

“We are confident that the ITF’s affiliates are ready to offer, for their part, their full co-operation. The government might well be pleasantly surprised by the benefits that would flow from a change for the better in the climate.”

#### 4.

#### **Strike of International Longshoremen’s Association**

In September 1962, Brother J. Curran, President of the National Maritime Union of America, wrote informing us that the International Longshoremen’s Association (ILA) was contemplating strike action and suggesting that the ITF should request affiliated maritime organizations in Europe to make it clear to shipping companies operating on routes to North American ports that their members would not be a party to any action which might adversely affect the success of the proposed strike. The General Secretary replied to the effect that the ILA would have to approach the ITF directly before any such request could be made to affiliates. The ITF heard nothing further on the matter, either from the ILA or Brother Curran. The latter did, however, approach certain European maritime affiliates directly with a similar request. The action of the General Secretary, which had been taken in consultation with the Chairmen of the Seafarers’ and Dockers’ Sections, was subsequently endorsed by the Executive Board.

During the actual strike requests were received by the ITF Director for Latin America from ILA locals to urge ITF affiliates to respect ILA picket lines in Bermuda. The Director was authorized to take appropriate action in support of this request.

#### 5.

#### **Brazilian Maritime Strike**

A strike of Brazilian Merchant Navy Officers which took place in December 1962 presented the ITF Representative in Brazil, Brother

Otero, with an opportunity of promoting the standing of the ITF in this difficult area. The Officers' strike which arose indirectly out of irresponsible action on the part of the Brazilian government and the Communist-infiltrated maritime and waterfront unions, could, in our representative's view, be regarded as legitimate trade union action and, thus, stood out in sharp contrast to many of the activities of the Brazilian trade unions. During the strike it was, therefore, agreed that Brother Otero should informally assist the organization concerned with information, etc. Brother Azafia, ITF Director for Latin America, visiting Brazil, cabled requesting us to consider giving international support for the strike but, before this could be done, we were informed that the strike had ended on the Government's terms.

6.

### **Malayan Railwaymen's Strike**

From 22 December 1962 to 14 January 1963, the Railwaymen's Union of Malaya (RUM) were on strike in support of claims for pay increases, improvements in working conditions and recognition as government employees. On 13 December 1962 the General Secretary of the ITF sent a cable to the Prime Minister and Minister of Labour asking them to take steps to see that RUM's justifiable claims were met and a press statement was issued in Malaya in which we declared our support for the railwaymen's aims. In addition, a circular was sent out to affiliated railwaymen's organizations on 27 December giving the background to the dispute and requesting affiliates to address suitable telegrams to the Malayan government expressing support for the railwaymen's demands. A number of affiliates took appropriate action.

The strike ended on 14 January 1963 with wage increases and improvements in social security conditions which went a long way to meeting the union's demands. The question of whether railway employees are to be considered as government servants was to be referred to the High Court, and at the union's request we put them in touch with the eminent lawyer, Sir Frank Soskice, Q.C. (who is now the Home Secretary in Britain's Labour Government). The Secretariat also supplied the RUM with information which, it was hoped, would be of use in countering plans by the Malayan Government to transform the country's railway system into a corporate body, an action which could have had the effect of circumventing the railwaymen's claims to the status of government servants. (The Government later postponed these plans until the decision of the High Court on the status of railwaymen.) In 1964, the Malayan Government formally accepted RUM's claim that railwaymen are government servants under the Federal Constitution and thus entitled to the same rights, privileges and advantages as government servants in other branches of the public service. This was announced by the Malayan Attorney-General at the start of the High Court action brought by the union on this matter. In spite of this acceptance of the RUM case and subsequent assurances by the Government that railwaymen would be granted the rights and privileges of government servants, no action had been taken by the Government by the end of 1964.

7.

### **Finnish disputes**

The strike of public employees in Finland which had begun on 1 March 1963 ended on 28 March with a settlement giving salary increases of over 10%. The strike, which arose from the state employees' attempts to bring their salaries into line with those in private industry, directly affected two ITF affiliates, the Locomotivemen's Union and the Railwaymen's Federation (SAJ). In view of the gravity of the dispute the ITF sent out two appeals for donations to the strikers' funds, the first to certain railwaymen's organizations on 21 March, and the second to the same affiliated organizations on 28 March. Affiliates were also requested to cable the Finnish Government affirming their support for the strike. Donations were made by a number of Scandinavian railwaymen's unions through their own Nordic Railwaymen's Federation, the U.S. Railway Labor Executives' Association, the Austrian Railwaymen's Union and the Swiss Railwaymen's Union.

At the same time, another ITF affiliate, the Dock Foremen's Organization, was also involved in a dispute with regard to a pay claim. The ITF Secretariat sent out two circulars requesting seafarers' organizations with members serving on ships calling in Finnish ports to take necessary solidarity action but we were later informed that the dispute had been settled.

On 2 and 3 April, the ITF General Secretary visited Finland to investigate the situation and found that the two railwaymen's organizations involved in the strike had exhausted their funds. They were trying, however, to see that their members received some financial assistance towards the loss of wages they had suffered.

At a press conference on 3 April the ITF General Secretary criticized the Finnish Government for not showing a greater sense of responsibility towards its own employees, and for allowing their pay to fall behind that of workers in outside industry. The damaging strike which had just ended need not have taken place if the government had approached the dispute in a spirit of compromise. It had forfeited the goodwill of the unions by its behaviour in the conflict. He also warned the Finnish Government that the ITF and its affiliates would strongly oppose any limitation of the right to strike.

8.

### **Jamaica Bus Strike**

A strike of bus workers employed by the Jamaica Omnibus Services Ltd., which began on 3 June 1963, ended on 19 July when the parties agreed to send the dispute to an arbitration tribunal. The National Workers' Union of Jamaica had in December 1962 submitted claims for pay increases, a retirement pension scheme, a 44-hour working week, and special rates for Sunday work. Negotiations with the Company failed to bring a satisfactory settlement, and so a strike was called.

Following an approach from the NWU (which is an affiliate of the ICFTU, one of its constituent organizations, the United Port Workers' and Seamen's Union being also affiliated directly to the ITF), the General Secretary wrote to Jamaica Omnibus Services and also to



the British Electric Traction Co., which has a substantial holding in the Jamaican Company, urging management to adopt a more reasonable attitude.

A Board of Enquiry set up to inquire into the cause and circumstances of the strike later reported to the Minister of Labour vindicating the position taken by the union and it was then agreed to refer the dispute to voluntary arbitration. The union subsequently informed us that the strike had been settled on terms which were satisfactory to it and requested information on fares and wages in British passenger transport undertakings for arbitration purposes. This information was accordingly sent off by return of post.

An application by the NWU for affiliation of all its members employed in the transport industry was subsequently accepted by the ITF Executive Board.

## 9.

### **British Guiana Labour Relations Bill**

After lasting eighty days, the general strike by 50,000 workers in protest against anti-trade-union legislation proposed by the Government of British Guiana ended on 8 July 1963 when parliament was prorogued without having given legislative effect to the Government's Bill. Agreement with the trade unions to call off the strike was reached through the mediation of the British TUC representative, Robert Willis, whereby the government undertook not to introduce any new labour legislation without previously obtaining the agreement of a tripartite committee on which the trade unions were to be represented. It was also agreed that there would be no victimization on either side and that the strike would not be regarded as a break in the service of government employees.

This dispute had been considered by the ITF Executive Board in May 1963 and the following cable had later been sent to the Prime Minister of British Guiana: —

“Executive Board of International Transport Workers’ Federation, embracing seven million transport workers throughout world, protests against government actions which have caused general strike and calls for speedy settlement guaranteeing full rights and freedom for trade unions. Believe legislation concerned is completely unacceptable and we shall give all possible support to trade union movement in fight against it.”

## 10.

### **Maritime Dispute in Colombia**

On 18 July 1963 the General Secretary sent the following cable to the Colombian shipping concern, Flota GranColombiana, pledging full ITF support for its affiliate, Unión de Marineros de Colombia, in its dispute with the shipowners: —

“Learn with deep concern of adamant refusal of your company to conform to law, properly enacted by legislature of Colombia, requiring where wages are based partly on Colombian and partly on United States currency the same system to be applied to other

components of earnings, notably overtime, additional work and social benefit payments. Flouting of a just law by one section of the community is intolerable and we therefore concur wholeheartedly in stand of Unión de Marineros Mercantes de Colombia and endorse unreservedly representations already made by ITF Regional Director. Trust that union's present endeavours will result in satisfactory settlement of issue, but must give serious warning that if our Colombian affiliate is obliged to resort to industrial action it can rely on maximum support from this Federation and its maritime and waterfront unions throughout free world."

The law mentioned in the cable was strongly opposed by the company from the beginning and it has been doing everything it can to obstruct its application. In view of the influential position of the company in Colombia, it was thought necessary to exert pressure from outside in the hope that this would cause the company to revise its attitude and thus avert an open conflict. Circulars were therefore sent out to dockers' and seafarers' affiliates on 19 July giving them the background to the dispute and requesting them to reinforce ITF efforts by cabling to the company in similar terms.

The dispute, however, continued through 1963 and 1964 and at the end of 1964 there was still no settlement in sight. The union itself has throughout been prevented from taking strike action by domestic legislation which imposes military discipline on the merchant marine. Its only means of presenting its case has been through the courts where a certain amount of progress has been achieved, although nothing decisive. In view of GranColombiana's obdurate refusal to give way to any moral pressure, it was felt that some form of solidarity action was called for in order to publicize the union's grievance and help to bring about a settlement to a dispute that had by this time been in existence for almost four years. Accordingly, on 11 August 1964 seafarers' and dockers' affiliates in the United States were invited to inform the Secretariat whether they would be able to take solidarity action against GranColombiana vessels in U.S. ports. Although a favourable reply was received from the United States International Longshoremen's Association, the ILA was very soon afterwards involved in difficult negotiations and subsequent strike action in connexion with its own agreements, so that it was unable to give the assistance required during the period covered by this report. Later reports, however, indicated that the ILA had embarked on definite measures in support of the Colombian seafarers.

## 11.

### **Manila Port Strike**

On 25 September 1963 a long, complex and bitter strike of three thousand longshoremen in the port of Manila came to an end after lasting 142 days. The strike, which broke out on 7 May 1963, was in fact the culmination of a dispute going back to the end of 1962. The dockers concerned belonged to the ITF-affiliated Philippine Transport and General Workers' Organization (PTGWO) and until November 1962 had been employees of the Manila Port Service (MPS), to which the Government Bureau of Customs delegated responsibilities for handling cargoes on the docks. In 1961 constituent dockers' unions of the

PTGWO had concluded a five-year agreement with the MPS. In November 1962, however, the Government placed the MPS functions directly under the Bureau of Customs and this latter body was not, the Government contended, obliged to honour the five-year agreement concluded by the MPS. The Government also argued that the dockers, as government employees, had no collective bargaining rights. Under Philippine law, however, although certain government employees do not have collective bargaining rights, this restriction only applies to workers in departments which perform strictly governmental functions, and not to those employed by enterprises which are owned or controlled by the Government where the latter has solely proprietary functions. The dispute that followed concerned, then, in the first place, the definition of the cargo handling services formally carried out by MPS and now by the Bureau of Customs as a strictly governmental function or as one in which the Government functioned solely as proprietor. On this definition depended the dockers' hopes of defending the pay and conditions they had obtained under their collective agreement with MPS. Although it is obvious that the MPS had always worked for profit and the PTGWO unions had previously negotiated agreements with MPS, the Government insisted that these workers had no collective bargaining rights, and, when these workers came out on strike in November 1962 and succeeded in obtaining a ruling from the Court of Industrial Relations (CIR) a ruling for their reinstatement, the Government ignored the court ruling, sent troops to the docks and was proceeding with plans to bring in scab labour when the threat of a national strike induced it to take the workers back under the same conditions they had enjoyed under the MPS. However, it was not until the Bureau of Customs had attempted to violate this agreement, which had been signed by the Secretary of Finance and the Commissioner of Customs, thus resulting in a further strike, that it was possible to restore an uneasy peace in the Manila docks until 7 May 1963 when the new dispute broke out.

On 7 May the dockers came out on strike because of the refusal of the Bureau of Customs to implement agreements reached or to recognize the unions as representatives of the dockers in handling grievances. The Government resuscitated a forgotten legal opinion, delivered by the Secretary of Justice, that the cargo handling services were a purely governmental function, moved troops to the dock areas and brought in strike breakers. A conciliation committee headed by the General Secretary of the trade union federation, KPM, was set up and conferred with various government officials. No progress was made and a national protest strike was staged on 16 May. The dockers maintained their picket lines but orders were given not to interfere with strike breakers since it was felt that violence would prejudice the dockers' case in the courts. On 18 May the CIR ruled that the Governmental function in the cargo handling services was purely proprietary. The Government refused to accept the ruling. On 25 May, the Secretary of Justice put forward an unacceptable peace formula, which would have meant a drastic impairment of conditions—the strike breakers were being paid three-quarters of the wages laid down in the union agreements and all fringe benefits (paid holidays, sick pay, insurance, etc.) had been withdrawn. On 13 June, a packed CIR reversed its previous ruling and the unions referred the case to the Supreme Court. On 6 August the Supreme Court ruled that the Government's function in the cargo handling services was purely proprietary. The action of the workers in going

on strike had thus been perfectly legal. This ruling, however, did not compel the Bureau of Customs to enter into management-labour relations with the PTGWO unions, this matter being referred back to the CIR.

The Government continued to refuse to have dealings with the unions and there were a number of clashes in the port area in which strikers sustained injuries and two men were killed as a result of indiscriminate shooting by the strike breakers' armed escorts. It was not until 27 September that a new Customs Commissioner signed an interim agreement providing for the immediate reinstatement of three-quarters of the workers, and subsequently of the remainder, if the CIR so ruled. Finally on 12 October 1963 the Court of Industrial Relations ordered the Bureau of Customs to reinstate all workers and to pay them back wages for the period they had been on strike.

In informing us of this resounding victory, our affiliate in the Philippines expressed profound gratitude for the world-wide support, moral, practical and financial, which had been received from the ITF and its affiliates throughout the five months the strike had lasted. On 17 June 1963 the General Secretary of the ITF, after personal talks with a Vice-President of the PTGWO during the International Labour Conference, had cabled the President of the Philippines, deploring the action of the authorities in setting aside the dockers' collective agreement, condemning the use of strike breakers supported by military and police forces to break the dockers' resistance, declaring our unqualified solidarity with the dockers in their defence of basic trade union rights and appealing to him to intervene to bring about a speedy and equitable settlement. At the same time, appeals were made to affiliates to assist the PTGWO. Numerous affiliates addressed messages expressing solidarity with the strikers to the union itself and to the President of the Philippines. Dockers' and seafarers' affiliates declared their readiness to do everything in their power to avoid handling cargoes loaded by strike-breakers in Manila and, to assist them in doing this, the ITF Secretariat circulated up-to-date lists of black vessels. An appeal for financial aid brought generous contributions from the Argentine Locomotivemen's Union (La Fraternidad), the Danish Seamen's Union, the German Public Service and Transport Workers' Union, the British National Union of Seamen, the Japanese Seamen's Union, the New Zealand Dockers' Union, the Swedish Railwaymen's, Transport Workers', Engineering Officers' and Ship Officers' Unions, the National Maritime Union of America, the Austrian Transport and Railwaymen's Unions, the British Transport and General Workers' Union, the Korean Dockers' Union, the Finnish Seamen's Union, the Netherlands Inland Transport Workers' (NBV) and Seafarers' (CKV) Unions, the Norwegian Seamen's Union, the Bermuda Industrial Union, the Transport Workers' and Seamen's Divisions of the Israeli Federation of Labour (Histadrut), the Lagos Bus Workers and the Australian Waterside Workers (non-affiliated). In addition to these donations, the ITF itself sent two token contributions.

12.

### **Korean Railwaymen's Dispute**

Following the receipt of information from the Korean Railwaymen's Union that it would be calling out its members on strike on 25 January

1964 unless agreement was reached before that date on claims for higher pay, the General Secretary of the ITF cabled the Korean Government and railway administration pledging support for the railwaymen. We were later informed by the Korean ambassador in London that the Korean Government was willing to meet a demand for a wage increase.

However, the forty per cent. increase in pay obtained in February, ten per cent. of which was to have been paid from 1 January and the remaining thirty per cent. from 1 July 1964, was held back, and it was only by means of strong pressure from the union, reinforced by support from the ITF, that on 30 November 1964 the agreement was met in full.

13.

#### **Argentine Seafarers' Dispute**

Expressions of strong ITF support for the seafarers of Argentina directed to the President of the Republic and Ministers of the Argentine Government were instrumental in securing at the end of January 1964 a favourable settlement of the dispute between our affiliate, the Argentine United Seamen's Union (SOMU), and the Argentine nationalized and private shipping companies with regard to SOMU's right to supply seamen. The settlement, contained in a Government Decree, provided for the recruitment of crews of ships to be done through a hiring hall jointly administered by the shipowners, the Minister of Labour and SOMU; that those wishing to sign on should hold a SOMU membership card; and that SOMU would have the right to supply seventy per cent. of crew members, as against thirty per cent. chosen by the employers. Originally, the employers had refused to recognize the SOMU membership card as necessary, and had insisted on supplying seventy per cent. of the crews themselves, leaving only thirty per cent. to SOMU.

14.

#### **British Seamen's Dispute**

A strike of British seamen scheduled to begin on 17 February 1964 was called off on 8 February when the British National Union of Seamen Executive Committee accepted an improved offer from the shipowners. Previously, the ITF had circularized all affiliated seafarers' and dockers' unions, giving full details of the background of the proposed strike and requesting them to give whatever aid might be of help to the British seamen. In informing us of their decision to accept the shipowners' new offer, the NUS asked us to convey their sincere thanks to all affiliates who had offered their help in the event of a strike.

15.

#### **French Cabin Attendants**

On 7 May 1964, at the request of the French Cabin Attendants' Union (SNPNC), an ITF circular was sent out to affiliated civil aviation ground staff organizations in order to establish the extent of assistance that the latter might be able to afford the French organization by refusing to service Air France aircraft in their respective countries in the event of strike action by the French cabin attendants. The circular gave the full background to the conflict and described counter-measures adopted by

Air France against the eventuality of strike action including the utilization of unqualified seasonal employees who are not union members. These measures had already enabled Air France to maintain all flights during a previous strike of cabin attendants at the end of March, in spite of the fact that virtually all the union members complied with the strike order. This, together with the fact that French ground staff organizations are prevented by legislation from giving effective support, made it necessary for the cabin attendants to assess the degree of international solidarity they might count upon in the event of a strike before definitely embarking on such action.

16.

#### **SAS Cabin Attendants**

Following the receipt of information from the Swedish Commercial Employees' Union (HTF) that they had not been successful in reaching agreement with Scandinavian Airlines for their cabin attendant members and that strike notice had been served for 21 July 1964, affiliated civil aviation unions were given preliminary notice of the dispute in a circular of 17 July. We were later able to inform affiliates that HTF had succeeded in reaching agreement with SAS and that the strike action had been called off.

17.

#### **TWU Pan American Dispute**

On 26 August 1964 affiliated civil aviation unions were informed of strike action contemplated by the Transport Workers' Union of America (TWU) against Pan American Airlines following a deadlock in contract negotiations. Affiliates were requested to consider taking solidarity action against any Pan American aircraft using airports in their countries. However, we were subsequently informed that last-minute negotiations had produced new offers from the Company which were to be submitted to the Pan American membership and that the strike action had accordingly been cancelled.

18.

#### **Brazilian Civil Aviation and Maritime Workers' Conflict**

In the summer of 1964, the President of Brazil, General Castelo Branco, availing himself of emergency provisions under the Brazilian Labour Code, issued two decrees, one cancelling the clause of the civil aviation workers' agreement which guarantees them adjustments in their salaries to compensate for increases in the cost of living as shown in Ministry of Labour statistics, the other abolishing completely an agreement negotiated by the National Maritime Federation in 1963 and not normally due to expire until July 1965. In both cases the action of the Brazilian Government entailed, firstly, a unilateral cancellation of workers' rights as contained in freely negotiated collective agreements; and, secondly, a compulsory cut in real wages by failure to honour guarantees against inflation.

At the time, the change of regime in Brazil had not yet succeeded in halting or even slowing down the catastrophic rise in the cost of

living which practically quadrupled during the three years that former President Gourart was in office. During the first six months of 1964 the increase was well over 50 per cent.

In 1963 both the seafarers and civil aviation workers were able to negotiate contracts including guarantees of compensation for increases in the cost of living. The airline workers, who are among the worst paid in the world, were to have had their cost of living increase paid on 1 June 1964. The Minister of Labour confirmed that the increase in the cost of living since December 1963 was 35.8 per cent. The employers, however, refused to pay, arguing that they had not the means and that the government had declared its intention of establishing a new wages policy for all workers engaged by companies in receipt of government subsidies. Subsequently the Presidential decrees cancelled the cost-of-living clause in the airline workers' agreement and the whole of the seafarers' agreement. To the airline workers the Government offered a thirty per cent. increase in pay, effective from August 1 for a period of one year during which there would be no further salary increases. The airline workers refused to accept this proposal and indicated that they would appeal to the Supreme Court. In the case of the maritime workers employed by government-owned companies, the Government submitted the matter to a Wage Policy Committee which was instructed to establish rates for these workers in conformity with those applying for civil servants. Apart from bringing their case before the Supreme Court and, should that fail, referring the matter to the ILO, there appeared to be little that the airline workers could do in this situation. Strike action would most probably have been met with mass dismissals, mobilization orders and perhaps even violence and intimidation. Indeed, some leaders of the Airline Workers' Union had already been arrested, allegedly for communist agitation although they were later released.

It was therefore decided that representations should be made to the Ministry of Labour and, in an interview which subsequently took place between Brother Otero, the President of the Brazilian Confederation of Inland Transport Workers, representatives of the PSI, PTTI and ORIT, and the Under-Secretary of Labour, the latter stated that the Presidential Decrees in question had been issued against the advice of the Minister of Labour who felt that the Government should pursue its wage policy within the legal framework of the Labour Code. The Minister had suggested, in the case of the civil aviation agreement, that the stipulated cost-of-living increase should be granted and the new wage policy inaugurated only on the expiration of the agreement at the end of 1964. Brother Otero and the other trade union representatives gained the impression that the Government were very concerned at the possibility of adverse publicity abroad following on any protest to the ILO. From Lima Brother Otero addressed cables to the Brazilian President and Minister of Labour with a view to sharpening the Brazilian Government's sensitivity in this direction.

In his reply, the Brazilian Minister of Labour stated that a new government decree regulating wage policy would permit a just solution to the problems raised by Brother Otero. In fact, as a result of pressure from inside the country and abroad, the Brazilian Government eventually amended its original decree on wage increases, to provide that, although all increases granted would apply for a whole year, further increases

might still be made within the one-year period in conformity with increases registered in the official cost-of-living index.

19.

### **Guatemalan Railwaymen's Dispute**

On 5 August 1964, the General Secretary cabled the President of the Military Junta in Guatemala and the President of the IRCA Railroad Company in that country advising them of the ITF's dismay at the failure of negotiations between the company and the ITF-affiliated Guatemalan Railwaymen's Union (SAMF); calling for a peaceful and honourable settlement of the union's claims; and requesting the President of the Military Junta to utilize his government's influence to secure such a settlement.

The breakdown in negotiations followed many other examples of bad faith and anti-union attitudes by the IRCA, an international company which operates railways in both Guatemala and El Salvador. One of the main complaints made by our affiliate was that the IRCA had been engaging in large-scale dismissals of its employees in direct violation of an agreement concluded some months earlier between the two sides and to which the Guatemalan Minister of Labour was also a party. That agreement expressly stated that there should be no further dismissals until a new collective contract covering the whole range of salaries, benefits and working conditions had been signed. The union also alleged that the IRCA had ignored both safety regulations applying to operating staff (including the provision of mandatory rest periods) and the stipulations of the country's Labour Code relating to consultation and negotiation with the union. In September, Brother L. Zosel of the U.S. Brotherhood of Railway Clerks informed us that a favourable settlement of the dispute had been reached under which the company undertook to negotiate a new collective agreement within three months; not to dismiss any workers for a period of three months without consulting the union; and, in general, to regulate its appointments and dismissals procedure in a manner acceptable to the workers.

20.

### **Piraeus Dockers' Strike**

On 14 November 1964 dockers in the port of Piraeus called off a strike which had begun nine days earlier in support of claims for increased wages, equal pay for equal work and stability of employment. The claims had been met with a flat rejection from the employers. Dockers throughout Greece joined their colleagues in Piraeus in a 48-hour sympathy strike on 13 and 14 November, and the ITF appealed to the Greek Prime Minister to ensure that the claims were dealt with in accordance with established collective bargaining procedures. The ITF also protested at the use of armed forces to break the strike. The strike was called off after dockers' leaders saw the Prime Minister and obtained an assurance that their claims would be considered favourably.

21.

### **Colombian Railwaymen**

In December 1964, following an appeal by the ITF to the Colombian



Government, negotiations were resumed between the management of the Colombian Railways and the ITF-affiliated Railwaymen's Federation and agreement was reached on wage increases which took effect from 1 January 1965.

22.

### **Turkish Railwaymen's Dispute**

A dispute between the ITF-affiliated Turkish Railway Workers' Trade Union Federation and the Turkish Railway Administration was settled at the beginning of January 1965. The ITF General Secretary had previously cabled the Prime Minister of Turkey, requesting him to use his good offices to bring about a settlement of the dispute on the basis of recommendations made by an Arbitration Court and which had been accepted by the union but rejected by the Administration. The Administration was urged in another cable to resume negotiations with the union and to accept the recommendations of the Arbitration Court. These recommendations included the establishment of a 48-hour, six-day week, the right of certain categories (engine drivers, switchmen, ticket collectors, etc.) to be organized in the Union and a definition of "permanent" and "non-permanent" workers. The refusal of the Administration to accept these recommendations had led the union originally to call a strike for 18 October 1964, but this was twice postponed by the Government's use of statutory powers under which it may postpone strike action for a period not exceeding 60 days. In fact, the strike was postponed for a period of 90 days.

During the period under review the ITF has also been able to lend assistance in one form or another in disputes involving drivers in Bermuda, bus workers in Mauritius, Peruvian fishermen, Italian civil aviation staff and merchant navy radio officers, civil aviation workers in Panama, tramwaymen in Nantes, France, railwaymen in Costa Rica and Greek dockers.

## V

### REGIONAL ACTIVITIES

23.

#### Organization

Throughout the period under review, the ITF has been able to maintain its active policy on behalf of the transport workers in the developing countries of Africa, Asia and Latin America only by devoting a greater proportion of its resources to overcoming the complex and increasingly difficult problems which it is meeting within this sphere. Some of these problems stem from the intrinsic character of regional work. Thus, internal divisions in the trade union movements of many developing countries make it difficult for the ITF to be active at all in these countries without laying ourselves open to the charge of unfairly favouring one faction at the expense of another. We are also often hindered by the effect which the political situation in a given country has on the trade unions operating there: on the one hand, we have the classic grouping of reactionary employers and a government hostile to the development of free trade unions, a situation characteristic of many Latin American countries; on the other, the more novel challenge presented by the emergence, particularly in Africa, of "one-party" states which exert strict control over the trade unions, sometimes even going so far as to "integrate" them into the apparatus of government.

There are, however, other problems which relate to the methods by which the international trade union movement as a whole organizes its limited financial and manpower resources. Unfortunately, the free and democratic trade union movement has not as yet arrived at a satisfactory coordination of international work in the developing countries. The ITF'S particular problems here are thus part of a general problem affecting the entire international free trade union movement, although it has also to be said that the large-scale commitments which the ITF has entered into because of its early recognition of the urgency of this work and its determination to shoulder its full responsibilities leave the Federation more exposed than might otherwise be the case to any adverse consequences of present imperfections in organization.

The financing of regional activities has presented the ITF with considerable problems during the period under review. Rising costs coupled with the inevitably greater involvement of the regional representatives in the issues arising in their territories as they become more acquainted with these have led to an increase in expenditure which the ITF has only been able to meet as a result of highly appreciated substantial assistance from the ICFTU International Solidarity Fund and the extremely generous response of affiliates to an appeal for extra contributions for regional activities. In addition, a number of affiliates have made special contributions—mention should be made here of the heroic efforts of the Swedish Railwaymen's and Transport Workers' Unions. As a result, the ITF has been able to carry on its programme of regional activities as planned, although, unfortunately, it has not been possible to hold any large-scale regional conferences such as those held in Kuala

Lumpur in 1960 and in Lima in 1961. The Federation has instead concentrated its resources on making it possible for the representatives in the regions to maintain a high level of efficiency.

At the end of 1964 the ITF had eight regional representatives, two working in Africa, three in Latin America and three in Asia. In Africa, Bro. Emile Lafamme is continuing his work in Nigeria and other countries in West Africa. In July 1962 the Executive Board confirmed the appointment of Bro. Walter Townsend as representative in East and Central Africa, following the successful accomplishment of a temporary mission to East Africa, Nyasaland and Rhodesia. In May 1964 the Executive Board appointed Bro. Jack Otero, formerly ITF representative in Brazil, Regional Director for Latin America and the Caribbean Zone following the resignation of Bro. Azana. Bro. Otero has two assistants: Bro. Medrano and Bro. Gomero. The same meeting of the Executive Board appointed Bro. Donald U'ren, President of the Railwaymen's Union of Malaya and of the Malayan TUC and Member of the ITF Executive Board as the new ITF representative in Asia following the resignation in 1963 of Bro. Joe Soares through ill health. Bro. U'ren who has resigned his positions in the Railwaymen's Union of Malaya and the Malayan TUC as well as his membership of the ITF Executive Board, is operating from Kuala Lumpur where the ITF has opened an office.

Since the beginning of 1964 the ITF has had a special Seafarer's Representative in Hong Kong in the person of Bro. E. Macdonald, an official of the British National Union of Seamen, who is concerned with the organization and recruitment of Asian Seamen on European-flag vessels. In Japan, Bro. T. Yamazaki is the Acting Director of the ITF Office in Tokyo.

Since the resignation in May 1963 of the ITF Director of Regional Affairs, Bro. R. Laan, the responsibility for regional affairs as a whole has rested on the General Secretary personally.

## AFRICA

### 24.

#### **Nigeria and West Africa**

At the end of 1964 the ITF had sixteen affiliates in Nigeria, coming from all sectors of the transport industry of this vast West African republic which is one of the few countries in Africa where the prospects of building up a strong free trade union movement are relatively bright. Although there does not appear to be any imminent danger here of a clamp-down on legitimate trade union activities by "integrating" the trade unions into the apparatus of government, there is a general lack of cohesion in the trade union movement itself which obviously hampers the unions seriously in their true work of securing a higher standard of living and a greater measure of social justice for the workers. A great deal of energy that should be devoted to this task is consumed in bitter personal feuds and ideological conflicts. This situation makes itself felt at all levels and renders correspondingly difficult our endeavours to be of practical assistance to the Nigerian transport workers' unions.

The basic confusion in the Nigerian trade union movement is perhaps most graphically illustrated in the relations between the different national centres and the recent attempts to attain "unity" at this level. In May, 1962, the two national centres, the TUCN, which was affiliated to the ICFTU, and the NTUC, led by Michael Imoudu who is bitterly opposed to the ICFTU, met at Ibadan and set up a new unified labour movement, the United Labour Congress of Nigeria (ULC). "Unity", however, proved to be very short-lived; when the ULC decided by a clear majority to affiliate with the ICFTU, the faction led by Imoudu walked out in protest and set up their own organization, the Independent United Labour Congress of Nigeria. The net result of unification, then, was a change of name by one national centre—later on, the IULC reverted to its old name. The Government accorded official recognition to the ULC only. Later in the year came news of further splits within the IULC and, in January 1963, a further centre, the Nigerian Workers' Council, was set up by trade unionists who had expressed dissatisfaction with both the ULC and the IULC, and implied that the road to unity might best be followed under this new banner. It should also be mentioned that a number of responsible Nigerian organizations, including some ITF affiliates, belong to none of the above mentioned groupings.

Against this series of pointless exercises in unification is to be set the more hopeful example of cooperation shown later in 1963 and in 1964 when all the groups got together to put forward serious demands on behalf of their membership. In spite of their differences it was possible for them to wage a sustained nation-wide campaign for increases in the wages of the lowest income groups. As a result of strike action in September 1963, the Nigerian Government appointed a Commission to examine the workers' grievances, its terms of reference being to review existing wages, make recommendations for changes and suggest machinery for a wage review on a continuing basis, and to consider the abolition of the existing daily wage system and the introduction of a national minimum wage. In addition to cooperating in presenting their submissions to this Commission, the Nigerian labour organizations were subsequently able to maintain their united front in pressing for the publication of the Commission's findings and for acceptance of these findings by the Government. As a result of the firm stand taken by the workers in their thirteen-day nation-wide strike in June 1964, the reluctant Government was compelled to publish and, eventually, abandoning their insistence on forcing their own proposals on to the workers, to negotiate with the latter and so produce an acceptable compromise.

Although Bro. Laflamme, working from the ITF West African Office in Lagos, must necessarily give the greater part of his time and attention to the needs of our affiliates in Nigeria, this has not prevented him from maintaining close contacts with affiliates in the other countries of West Africa. In the period under review he has been able to make two extended tours of the area: in November and December 1962 and in August 1964, visiting on both occasions Liberia, the Ivory Coast, Sierra Leone, Gambia and Senegal. His reports on developments in these countries indicate a consistent trend. On the positive side, developments in Senegal and Sierra Leone have borne out the hopes expressed in the Report on Activities to the last ITF Congress. In **Sierra Leone**, a persistent conflict of personalities within the national centre has not prevented the transport workers' unions from making considerable pro-

gress, the high level of efficiency attained by the Seamen's Union being particularly impressive. In general, the level of trade union organization is high by African standards, although, as is usual in many countries throughout Africa, wage-earners make up only a very small fraction of the total population. In Senegal, the transport workers' unions are comparatively strong and well organized. The national centre appears to be following a policy of non-affiliation with international organizations outside Africa, but transport workers' unions have indicated an interest in cooperating with the ITF, at least to the extent of exchanging information. The railwaymen's organization, particularly, seems firmly established—it has had the check-off system since 1960 and its officials are on the railway payroll although they devote their entire time to union activities. However, it does not support the other trade unions in their opposition to the establishment of government control over the trade unions.

In both his visits to the Ivory Coast, Bro. Laflamme has been very much concerned with the fate of the imprisoned leader of the Ivory Coast Transport Workers' Federation, Bro. Karaboué, both before and after his trial on a charge of misuse of government funds. The General Secretary has appealed to the President of the Ivory Coast for clemency for Bro. Karaboué. Since the long imprisonment of its General Secretary has had a detrimental effect on the union, particularly on its financial situation, an application for affiliation by the organization has had accordingly to be held in abeyance.

In Liberia, our maritime affiliate has been able to strengthen its position following an attempt to set up a rival organization.

## 25.

### East and Central Africa

#### EAST AFRICA

The ITF's work in assisting transport workers' unions in this part of Africa has, in the period covered by this report, been over-shadowed by far-reaching political developments throughout the area.

Since the last Congress of the ITF, practically all the territories in this area have become fully independent. Following Tanganyika, which had gained independence at the end of 1961, Uganda became independent at the end of 1962, to be followed by Kenya and Zanzibar at the end of 1963. In April 1964 Tanganyika and Zanzibar joined to form the United Republic of Tanganyika and Zanzibar. The controversial Federation of Rhodesia and Nyasaland ended its ten years of existence at the end of 1963 and two of the three constituents of the Federation gained full independence in 1964, changing their names in the process: the former Nyasaland became Malawi, and Northern Rhodesia became Zambia, the former Southern Rhodesia henceforward taking the name, Rhodesia. Throughout the area there has been a marked trend towards increasing government interference in the activities of the trade unions, the most extreme example being Tanganyika where early in 1964 the unions were brought into one government-controlled union, the National Union of Tanganyika Workers (NUTA), the General Secretary of which is the Minister of Labour. In all the countries of East Africa, pressure has been exerted on the unions to terminate their international affilia-

tions. The Tanganyika Federation of Labour has, of course, now disappeared and the Kenya Federation of Labour has disaffiliated from the ICFTU. At the end of 1964, reports from Uganda indicated that the Uganda Government had similar intentions and, as part of its pressure on the Uganda TUC, was encouraging a rival national centre, the UFTU, to which it was giving considerable financial and other support. Bro. Townsend, the ITF Representative in East Africa, has been stationed in Nairobi since the beginning of 1962. Much of his attention has been devoted to the transport workers' unions in Kenya and the other countries of East Africa, but he has also made a number of visits to the Rhodesias, Nyasaland, Ethiopia and the Sudan. The practical assistance he has been able to give affiliates in East Africa has, of course, been narrowly circumscribed by the increasing suspicion of the new authorities towards anything they can regard as foreign interference in their internal affairs. Again, advances made at one time have in some cases been more or less completely nullified by subsequent developments.

## 26.

This applies, above all, to **Tanganyika**, which the ITF Representative visited on two occasions in the early part of 1963 in connection with a dispute existing between our affiliate, the Tanganyika Railway African Union (TRAU) and the Tanganyika Federation of Labour (TFL). At the end of 1962 our affiliate had informed us of a move to expel them from the TFL because of their opposition to a decision by the President of the TFL to suspend the Federation's General Secretary. After consultation with the ICFTU, it was decided to send Bro. Townsend to Dar-es-Salaam, from where he reported that the expulsion of the TRAU from the TFL was apparently the result of pressure being exerted by the Government Party, TANU, which is the one and only party in Tanganyika, to end the influence within the Tanganyikan trade union movement of the former General Secretary of the TRAU, Bro. Tumbo. Subsequently, a special Congress of the TFL approved the expulsion of the TRAU. The way was now open under Tanganyikan legislation to cancel the registration of the TRAU as a trade union. Accordingly, the ITF General Secretary wrote to the Tanganyika Vice-President and Minister of Labour, urging them not to take drastic action such as de-registration. In the event, the Tanganyika Government did not accept as valid the expulsion of the TRAU from the TFL and the union was therefore not deregistered.

At the beginning of 1964 we were informed that practically all the officers of the Tanganyikan trade union movement—from the President and General Secretary of the Federation of Labour to Branch Secretaries and Branch Committee members of almost all unions—were being detained without trial and without formal charges being preferred against them following the restoration of order after the abortive army revolt of 20 January. We were also informed that the Tanganyika Government intended to introduce legislation to abolish the Federation of Labour (TFL) and its constituent unions, replacing them with a body affiliated to Tanganyika's sole political party, the TANU, the General Secretary of the new body being appointed directly by the President of Tanganyika. The detained trade unionists were alleged by the Gov-

ernment to have been implicated in a second conspiracy to overthrow the Government, a plot which was to have materialized on 27 January.

It was notable that the list of detained trade union leaders included those who had been most critical of the Government's policies, such as Bro. Katungutu, the General Secretary of the TRAU and other officials of our affiliate, and Bro. Ngayhoma, the General Secretary of the Dock Workers' Union. Moreover, the TRAU had taken a leading part in the events culminating in the rejection by the Executive Committee of the TFL in October 1963 of the Government's proposal to integrate the trade unions.

Some time following the imprisonment of the trade union leaders, the Acting General Secretary of the TFL, A. C. Tandau, who was not himself held, announced that the Executive Committee of the TFL had decided to disband the Federation and to establish a new form of organisation with a more centralized administration. It was claimed that this decision truly expressed the feelings of the membership. No reference was made to the defeat of the similar proposals from the Ministry of Labour the previous October, to the composition of the Executive Committee making this decision or to its authority to take a decision with such far-reaching implications. Meanwhile, the Ministry of Labour had published details of its proposed new trade union legislation. The new body which would replace the TFL was to be known as the National Union of Tanganyika Workers and would be affiliated to the Tanganyika African National Union, the country's ruling and only party. Besides giving the government the power to appoint the Union's general secretary, the bill also required the Union to present its estimates of income and expenditure to the Ministry of Labour for approval and to secure the Minister's approval before entering into any hire-purchase agreements or accepting credits or loans. This legislation was enacted with all speed and we were subsequently officially informed that the new organization, the National Union of Tanganyika Workers, would not be affiliated to any international body, although it desired to maintain "international relations on an informal basis". It had therefore to be assumed that the ITF's former affiliates in Tanganyika no longer existed.

On 10 February 1964 the ITF General Secretary cabled the President of Tanganyika: "Deeply disturbed learn continued detention trade unionists including Katungutu of Railway African Union which belongs to ITF. ITF shares general relief at Tanganyika's overcoming recent difficulties but strongly urges speedy release imprisoned trade unionists to mark return to full normality". No response was received from the Tanganyika Government.

Following discussions at the ITF Railwaymen's Section Conference held in Stockholm in May 1964 and the ITF Executive Board held in Vienna in June 1964, it was decided to address a further appeal to the Tanganyika Government on behalf of the imprisoned trade unionists. Similar appeals were made by the ICFTU. (84) Although these met with no positive response from the Tanganyika Government, it was learned towards the end of the year that a number of the trade union leaders had been quietly released. The considerable number remaining in custody, however, included Bro. Katungutu, Bro. Ngayhoma and others who were sharply opposed to the government's trade-union policies.

The effects of these developments in Tanganyika were not long in making themselves felt in neighbouring Kenya and Uganda. In Kenya, at the beginning of March 1964, three leading officials of the Kenya Federation of Labour (KFL) began their campaign to bring about the disaffiliation of the KFL from the ICFTU, which, they alleged, was responsible for all the problems facing the Kenya labour movement. Two of the officials concerned were also leaders of ITF-affiliated organizations in Kenya: Dennis Akumu of the Mombasa Dockers' Union, and Walter N. Ottenyo of the Railway African Union. These two and Ochola Mak'Anyengo, the KFL Director of Organization, were suspended from office in the KFL following their unruly behaviour at a meeting of the KFL Executive Committee in April 1964. Subsequently, they set up an organization known as the "Kenya Federation of Progressive Trade Unions" (KFPTU) which, it was announced, would affiliate with the All African Trade Union Federation (AATUF). This organization proved, in the event, not to have anything like the support which its sponsors claimed for it, and its application for registration was rejected by the Registrar of Societies, the KFPTU subsequently being declared an unlawful organization. This, however, did not prevent Akumu and Mak'Anyengo from continuing their disruptive activities—Ottenyo, who had never had his union behind him in these schemes, had withdrawn in the meantime. Akumu who was thought to enjoy the support of that group of the Kenya Government led by the Vice-President, Oginga Odinga—well known for his extreme left-wing views—was thus able for some time to embarrass the Kenya Government by promoting industrial unrest among workers in and around the port of Mombasa. The workers concerned were officially members of two KFL affiliates, the Transport and Allied Workers' Union and the Commercial and Distributive Workers' Union. By extravagant offers of sweeping improvements in their working conditions he sought to recruit them into his own organization, the Mombasa Dockers' Union. Although, in October 1964, the Government intervened and the Ministry of Labour was able to persuade Akumu and the leaders of the other unions in Mombasa to sign an agreement under which demarcation disputes would in future be referred to the Ministry, Akumu subsequently announced that his organization had withdrawn from the agreement. At the same time, he and Mak'Anyengo wrote to the Prime Minister, urging that the Government take over the country's trade unions completely and remodel them on the pattern of the Tanganyikan government-controlled National Union of Tanganyika Workers. Fears within the KFL that the Government, which had for some time been pressing the KFL to break off its relations with the ICFTU, might finally resort to extreme measures of this kind were presumably uppermost in the considerations which led the KFL to its decision at the end of the year to disaffiliate from the ICFTU. It is hoped that it will still be possible for the ITF to maintain relations with the transport workers' unions in Kenya, even if they follow the example of their national centre and sever their direct affiliation with the free international trade union movement. As long as the unions are not under direct government control, it is at least possible that they will one day return to resume their rightful place within the world-wide democratic labour movement.



28.

In **Uganda**, too, at the end of 1964 there were indications of government pressure to secure the disaffiliation of the national centre from the ICFTU. The Government of Uganda was reported to be in favour of establishing a government-controlled trade union organization on the lines of that instituted in Tanganyika. It was also reported to be giving considerable financial, moral and other support to the newly-founded Federation of Uganda Trade Unions (FUTU). In protest, the President of the Uganda Trade Union Congress, Bro. H. Luande, who is also President of the ITF-affiliated Uganda Railway African Union and of the ICFTU African Regional Organization, left the Government Party, the Uganda People's Congress, at the end of the year and joined the parliamentary opposition. At the time of writing, it remained to be seen whether this action could produce any permanent modification in the Government's trade union policy.

#### MALAWI, RHODESIA, ZAMBIA

During the period covered by this report the ITF Representative in East Africa has made a number of visits to the Rhodesias and Nyasaland.

29.

At the end of 1962 a split in the trade union movement of **Southern Rhodesia**, occasioned by the disaffiliation of a number of unions from the existing national centre (SRTUC) and the establishment of another national centre, the African TUC, were giving some concern and it was therefore decided at a meeting of ITSs and the ICFTU in Brussels at the end of December 1962 to send a joint ICFTU-ITS Mission to Southern Rhodesia with a view to establishing the most effective way in which the international movement could help the Southern Rhodesian unions. The mission consisted of Bro. Iversen of the Public Services International, Bro. Robinson of the ICFTU Secretariat, Bro. Mattson of the Building and Woodworkers International and Bro. Townsend of the ITF. The findings of the Mission were considered at a further meeting in Brussels in February 1963 and it was decided that the ITSs and the ICFTU should work together to strengthen the Southern Rhodesian trade unions. An ICFTU-ITS Representative was stationed in Southern Rhodesia and a pool was set up, under which the ICFTU and the ITSs were to contribute. Since then, the ITF has been contributing to the pool, and otherwise playing its full part in the joint undertaking. The ICFTU-ITS Representative in Rhodesia, Bro. Lawrence, has done much to sustain the loyalty of the Rhodesian unions to the free international movement, and he has been able to afford much practical assistance to two of the three ITF affiliates in the country, the Railway African Workers' Union and the Transport Workers' Union—our third affiliate, the Rhodesian Railway Workers' Union (which consists almost entirely of European railwaymen) is able to conduct its affairs without assistance. Further practical assistance was given to the Rhodesia Railway African Workers' Union later in 1963 when Bro. Townsend visited the area to help the union in negotiations with Management on a proposal to introduce a job evaluation system for the classification of railway employees. Material on this subject was compiled by the Secretariat from information provided by affiliates.

30.

In 1963 Bro. Townsend made two visits to **Nyasaland** (later **Malawi**), his first visit in the early part of the year being in response to a request by our affiliate, the Nyasaland Railway Workers' Union. At the time, the Union was suffering from considerable financial difficulties arising from the authorities' refusal to introduce a voluntary check-off system. During talks with the Ministers of Labour and Transport, Bro. Townsend was assured that action was being contemplated to bring about an improvement in the backward personnel policies of the Nyasaland Railways, once the railways became the responsibility of the Nyasaland Government. In spite of further assurances, given on Bro. Townsend's second visit later in the year, that the railwaymen were likely to be given the check-off system in the near future, we have received no information since to indicate that such a system has in fact been instituted. In general, the Government of Nyasaland showed itself throughout 1963 basically hostile to the trade unions. Without openly condemning them, it contrived nevertheless to discourage them from undertaking any real action in support of their members' interests. Examples of the Government's real intentions were to be seen in the high-handed way in which they dealt with the redundancy issue on the Nyasaland Railways, Dr. Banda's statement to the Wages Advisory Board that he did not wish to see any wage increases for the time being and the introduction and implementation of new legislation forbidding the acceptance of gifts by trade unions from persons outside the country except with the approval of the Trade Union Registrar. Thus, a grant made by the ICFTU International Solidarity Fund to the Nyasaland TUC was held up by the Registrar and the TUC was prevented from effectively applying the money to the purpose for which it was intended.

31.

In **Northern Rhodesia** (now **Zambia**) Bro. Townsend was mainly concerned with rendering assistance to our affiliate, the Central African Road Services (CARS) Workers' Union, in a difficult situation which had arisen following the disruptive activities carried out by a rival union belonging to another national centre in an effort to gain jurisdiction over the CARS workers. The position throughout the entire trade union movement in the country has been extremely confused for a long time. The advent of **Zambia** has brought about the entire reconstitution of the Northern Rhodesia United TUC, to which most of the unions in the country now belong. The leader of the strongest union, the Mine-workers, and the former President of the NRUTUC, are both Junior Ministers in the Government.

32.

#### **ETHIOPIA**

In 1964 Bro. Townsend twice visited Ethiopia. During his first visit, which he made in August in conjunction with a visit to the Sudan, he made a thorough investigation of the country's trade union structure and transport industry with a view to establishing ways in which the ITF might most appropriately assist the Ethiopian transport workers' trade unions.

The Confederation of Ethiopian Labour Unions (CELU) was set up in 1963 following a government decree allowing the formation of trade unions. All unions are local organizations, usually confined to the employees at one place of work. Progress is seriously impeded by the lack of nationally based unions, the lack of literate, let alone trained, leadership and linguistic difficulties which make it difficult to communicate with the workers who usually speak only Amharic. Various attempts are being made to overcome this last difficulty: the ICFTU representative has had a few ICFTU publications translated into the vernacular and students from the University of Addis Ababa have been used as interpreters by two officials of the Friedrich Ebert Stiftung (a German educational foundation) who have had considerable success with a workers' education programme in Addis Ababa.

During his visit, the ITF Representative was invited by the General Secretary of the CELU to return and assist the Confederation in the formation of a national transport workers' union, beginning with the road transport workers' organizations and perhaps later expanding the organization to include railwaymen and civil aviation workers. The object would be to form a unit large enough to carry out its own organization and administration efficiently. Brother Townsend gained the impression that the evolving transport workers' unions in Ethiopia were likely to affiliate with the ITF eventually and that the ITF might very well achieve meaningful results in this country.

The Franco-Ethiopian Railwaymen's Union (whose members are all employed on the Chemin de Fer Franco-Ethiopien de Djibouti à Addis Abéba) is the largest transport union in Ethiopia and has about 2,500 members. The railway company conducts its business in French and appointment of Ethiopians to senior posts is therefore limited to those who speak that language. Many expatriates are still employed, and the more intelligent and capable Ethiopians supervisory and clerical workers in the higher grades tend to identify themselves with the management so that their talents are not available for the assistance of their less fortunate brothers. Different regulations apply to the two classes of workers and, in spite of a government order, the Management has refused to comply with a union request to supply copies of these regulations. The minimum wage for an employee of the company is £6 per month. However, a top-grade engine driver earns as much as £68 per month. The railway operates vocational training courses and trainees are paid 2/6 per day, but the costs of training are later recovered by deductions from pay. Brother Townsend was requested to draft a proposed agreement for submission to the Railway Management and, since there were only two collective agreements in operation in Ethiopia at that time, neither of which applied to transport workers, he decided to use the French railwaymen's agreement as a model together with information on conditions applying in East and Central Africa.

The road transport workers, whom the CELU plans to organize in a single union, are at present organized in eight unions, two of which have about 800 members each, whilst a further 1,500 workers are members of six other unions. Brother Townsend met officials of the largest union, the General Ethiopian Transport Company (GETC) Workers' Union. The GETC operates public transport in Addis Ababa and inter-city passenger services and has 1,200 employees, 650 of them in Addis Ababa.

In October 1964 Bro. Townsend again visited Ethiopia, this time at the request of employees of Ethiopian Airlines who were on strike in support of claims for wage increases, better working conditions and the ending of discriminatory policies pursued by management towards the Ethiopian employees. The strikers returned to work on 27 October after receiving an assurance from the Government that their complaints would be examined without delay. Later, however, it was reported that the Government intended to take disciplinary action against these workers. The Ethiopian Airlines Union has 700 members. The Airline operates domestic and international services in conjunction with Trans-World Airline. Management, supervisory technical personnel and most of the pilots are American, although Ethiopian pilots operate many local routes. On his first visit Bro. Townsend had been given to understand that industrial relations were good, but this appeared to be mainly because of union conservatism and employer paternalism.

Bro. Townsend also took part in a trade union seminar sponsored by the ICFTU and the Ethiopian Confederation of Labour Unions (CELU). A wide range of subjects within the field of labour relations were dealt with. Bro. Townsend's contributions were concerned with trade union structure, functions of the national centre and collective bargaining. He paid particular attention to the role of the trade unions in the developing countries, the need for voluntary consultation and co-operation and the various factors which shape the trade union structure of a given country, emphasizing here the defects in the present Ethiopian system of company-based unions. Whilst in Addis Ababa, Bro. Townsend had talks with officials of the Railwaymen's Union, some of whom were participants in the seminar, and with the Management of the Franco-Ethiopian Railways, whom he informed of his intention to assist the Railwaymen's Union in developing its potential.

### 33.

#### SUDAN

At the time of Brother Townsend's visit in August 1964 to Khartoum, the Minister of Labour had just banned a meeting of the so-called Preparatory Committee of the Sudan Workers' Trade Union Federation. This body had been formed some months earlier as the first step towards founding a new national centre to replace the old one which the Government dissolved several years ago for engaging in anti-government, political activity. Since the dissolution of the old national centre, the communists had succeeded in dominating the various national unions and the establishment of a new national centre was intended to counteract this communist influence. Unfortunately, the communists also gained control of the Preparatory Committee, so the Government abolished it and set up a new Executive Committee, consisting of the leaders of the ten largest national unions, among whom there were no communists.

In talks with the General Secretary and President of the Mechanical Transport Department Workers' Union, Brother Townsend was informed that the difficulties confronting the trade unions in the Sudan were due to their involvement in the past in political agitation and strikes instigated by the communists. As a result of subsequent government intervention, almost all normal trade union activity had ceased: unions did

not negotiate on wages and conditions of service, wages being fixed by the Government. In talks with the Commissioner of Labour, a former army officer, Brother Townsend was given the impression that the Commissioner of Labour wished to transform the Sudanese trade union movement into a body which would support the government. John Tettegah,\* former General Secretary of the Ghana TUC and head of the All-African Trade Union Federation (AATUF) had been in Khartoum to meet the new executive of the Sudanese national centre. Moreover, the Sudanese trade unions were said to have agreed "unanimously" to affiliate neither to the ICFTU nor to the WFTU, but solely to the AATUF. Later, press reports stated that Tettegah had offered to supply a mediator who would make proposals to the Sudan Government on the reconstitution of the Sudanese unions.

The union leaders whom Brother Townsend met expressed a wish to see more frequent contacts with trade unionists from western countries and wanted particularly to have trade union publications. Although the situation in the Sudan at that time appeared far from promising, it was felt that an attempt should be made to keep in contact with those sections of the trade union movement there which wished to retain their freedom of operation and were interested in maintaining contacts with us.

## ASIA

### ITF Representation in Asia

34.

In April 1963 Brother Soares resigned his post of ITF Representative in Singapore. In June 1964 the ITF Executive Board appointed Bro. D. U'Ren, President of the Railwaymen's Union of Malaya and of the Malayan TUC, as the new ITF Representative in Asia. At the same time Bro. U'Ren resigned his seat on the ITF Executive Board and as President of RUM and the MTUC.

35.

From 10 March to 18 April 1962 Brother R. Laan, ITF Director of Regional Affairs, visited a number of Asian countries including Pakistan, India, Ceylon, Burma, Malaya, Singapore, Vietnam and Hong Kong. He was accompanied by Brother J. Soares, the ITF Asian Representative.

In Pakistan meetings were held with affiliated and non-affiliated organisations as well as with the General Secretary of the West Pakistan Federation of Labour. Talks were also held with an official of the Industrial Court regarding the labour and trade union situation generally, with particular reference to road and rail transport. (51)

In India, talks were held with affiliated railwaymen's, dockers' and seafarers' unions in Bombay and Calcutta. Talks were also held with

\* J. Tettegah, it will be recalled, has for some time been well-known for his sustained attacks on the activities and presence of the free international trade union movement in Africa.

the President of the INTUC-affiliated Railwaymen's Federation in an attempt to prompt closer relations between the INTUC and HMS groups. (45).

After visiting East Pakistan where contacts were made with the East Pakistan Federation of Labour and the Dock Workers' Union, Brother Laan went on to Colombo where he had talks with representatives of dockers' and seafarers' unions.

In Burma Brother Soares, ITF Representative in Asia, had talks with the affiliated Seamen's Union as well as with officials of the Ministry of Labour. In Malaya, meetings were held with the three ITF-affiliated organizations as well as with members of the Executive Committee of the Malayan TUC and high officials of the Malayan railways. A visit was also arranged to harbour installations at Port Swettenham and Penang. Discussions in Malaya were concerned with dockers' decasualization schemes, educational programmes, the development of fishermen's cooperatives and the setting up of a transport workers' federation embracing transport workers of all sections.

After visiting Singapore, Vietnam, where the ITF has no affiliates, and Hong Kong, Brothers Laan and Soares went on to Tokyo to attend the inaugural meeting of the Asian Advisory Committee.

36.

In May 1963 Brother L. Zosel, International Representative of the American Brotherhood of Railway Clerks, represented the ITF at the Congress of the Indonesian Railwaymen's Union (PBKA) and also visited Singapore, Malaya, Vietnam and the Philippines on the ITF's behalf. His visits provided the ITF with a considerable amount of up-to-date information on the position of both affiliated and non-affiliated organizations in those countries and his presence in the Philippines during the dock strike was of particular benefit. (11)

37.

After attending the second meeting of the Asian Advisory Committee in February 1964 the General Secretary went on to Okinawa, the largest of the Ryukyu Islands (50), and then to Japan where the Seamen's Union had invited him to attend the opening of their new building in Tokyo. At the opening ceremony he presented the Union, the ITF's first affiliate in Japan (it became a member in 1929), with a gift symbolizing the long standing link between this Union and the International. The General Secretary also addressed guests of the Japan Institute of Labour on the ITF and its activities in Asia. The talks he had with Japanese union leaders were a great help in clarifying present developments in the Japanese trade union movement. Brother de Vries was accompanied by Brother L. Zosel, who acted as his special assistant, and by Brother Yamazaki of the ITF Tokyo Office.

38.

After attending the Second Meeting of the Asian Advisory Committee, Brother H. Lewis, Personal Assistant to the General Secretary, visited the ITF Representative in Hong Kong, the office of the ICFTU

Asian Regional Representative in New Delhi and Brother Murray, the ICFTU Representative in Pakistan. (51)

39.

At the beginning of 1963 the ICFTU assumed full financial responsibility for the Singapore Office, the costs of which had previously been shared with the ITF. The Office continued to provide services for the ITF and other ITs and the ICFTU agreed to maintain its service of publications for the ITF's Asian affiliates.

40.

#### **Asian Advisory Committee**

The Asian Advisory Committee which was set up by the ITF Executive Committee in November 1961 in response to a recommendation made by the ITF Second Asian Transport Workers' Conference, held its **Inaugural Meeting** in Tokyo from 24 to 28 April 1962.

The meeting was attended by Brothers S. P. Dave (Pakistan); R. S. Oca (Philippines); J. D. Randeri (India); R. A. Santoso (Indonesia); K. Suzuki (Japan); and Donald U'ren (Malaya), the members of the Committee; Bro. J. Soares, ITF Representative in Singapore, acting as Secretary of the Committee, and Bro. T. Nishimaki, Asian Member of the ITF Executive Committee and ex-officio member of the Asian Advisory Committee. Also in attendance were Brothers P. de Vries, ITF General Secretary, who acted as temporary chairman of the Committee (at the end of this Meeting Bro. K. Suzuki was elected chairman for future meetings); R. Laan, ITF Director of Regional Affairs, T. Yamazaki, Acting Director of the ITF Tokyo Office, and J. P. Maynes, Federated Clerks' Union of Australia, as an observer.

In attendance at the opening session only were: F. Takaragi, Japan Postal Workers' Union; Y. Haraguchi, Metal Miners' Federation; A. Okura, ICFTU Tokyo Office, A. Kono and R. Kamisawa, All Japan Seamen's Union; T. Horii, Zenkoun; H. Hurell, Australian Metal Workers' Union, and I. Seito, International Metalworkers' Federation Tokyo Office.

The opening session was addressed by the Japanese Minister of Labour, Mr. Kenji Fukunaga.

It was agreed that the Committee as constituted gave fair representation to all the industrial sections of the ITF and to the countries within the Asian Region. It was further decided that unions in Australia could send observers to future meetings if they had an interest in the matters the Committee was to discuss.

The Committee devoted the greater part of its time to considering the reports by Brother Laan and Brother Soares on their visits to the various countries for which the Committee had responsibility. Particular attention was paid to the problems encountered by seafarers in the Asian region (42) and it was agreed that India and Hongkong had special claims on the Committee's attention and that a greater degree of assistance should be afforded to them in the future. The Committee recommended that in order to go some way towards remedying the situation

in Hongkong a Chinese translation of the ITF pamphlet for Asian seafarers should be made available for distribution, and that the British Colonial Office should be approached to help find solutions to seafarers' problems, especially with regard to the provision of seamen's employment offices.

A special item of the Agenda was devoted to consideration of the threat posed by Communist activities centred in Australia. Brother Mayes gave a report on this subject, with particular reference to the activities of the Pan-Pacific and Asian Dock Workers' Committee and of the Australian Waterside Workers' Federation and the Seamen's Union. The Committee eventually agreed to recommend that copies of the ITF pamphlet for Asian seafarers should be distributed as an effort to counteract these activities, and that an ITF representative should be stationed in Australia. (1, 43)

During Brother Laan's tour of Asian countries with Brother Soares they had found that in many places the lack of facilities for training in trade union matters was a severe handicap to stronger organization. It was therefore agreed that the ITF Offices in London and Singapore should be asked to inquire into the possibilities of establishing education programmes for transport workers in the Region.

Finally, the Committee discussed the situation in Pakistan, Burma and Vietnam, and noted that owing to political circumstances in these countries the trade unions were unable to operate normally.

In addition to the above mentioned recommendations and decisions, the Committee passed three resolutions, one dealing with West Irian, and two others expressing support for the Japanese Railwaymen and the Japanese Seamen respectively.

#### 41.

The **Second Meeting** of the ITF Asian Advisory Committee took place in Manila from 24 to 28 February 1964. Those attending were Bro. K. Suzuki (National Railway Workers' Union, Japan, Chairman of the Committee), R. Kamisawa (All-Japan Seamen's Union and Member of ITF Executive Board), Donald U'ren (Railwaymen's Union of Malaya and Member of ITF Executive Board), J. Randeri (Maritime Union of India), C. P. Dave (Pakistan Transport Workers' Federation), Roberto S. Oca (Philippine Transport & General Workers' Organization), Pieter de Vries (ITF General Secretary), T. Yamazaki (Acting Director of the ITF Tokyo Office) and Harold Lewis (Personal Assistant to the General Secretary). Brother Lester L. Zosel, International Representative of the American Brotherhood of Railway Clerks, was released by his union to attend the meeting as a special assistant to the Secretariat since he had in the past visited Asian countries on the ITF's behalf. The Indonesian member, Brother Santoso, was refused permission by his government to attend.

The Committee reviewed transport workers' problems in Burma, Ceylon, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, Pakistan, Philippines, Thailand and Viet Nam. It approved a report on the ITF's activities in those countries and indicated action to be taken in the future to improve the state of transport workers' unions and win or maintain their support for the ITF.



Two particular problems were the subject of special attention. First the Committee adopted a resolution calling on the Japanese Government to ratify ILO Convention 87 on the Freedom of Association and Protection of the Right to Organize. This international instrument embodies the very fundamentals of free trade unionism and its recognition. The failure of the Japanese Government over the years to fulfil a promise to ratify the Convention has been a cause for bitter dispute in Japan, a dispute in which the ITF has given continual support to its Japanese member-unions. (3)

Special attention was also given to the massive problems facing Asian seafarers in Asian ports where recruitment and employment is uncontrolled. The ITF has been closely involved in this problem for a great number of years and the Committee, in a statement, endorsed the action taken by the ITF Seafarers' Section which can be summarized as, firstly, an attempt to prod Governments into meeting their responsibilities and, secondly, efforts to strengthen seafarers' unions in Asia. (42, 156)

During their stay the members of the Committee were entertained by almost all Philippines trade unions and by the Secretary of Labour, Bernadino Abes, who also inaugurated the Conference on the first day. The meeting took place in the Asian Labour Education Centre, the University of the Philippines, and the arrangements were in the able hands of the Philippines Transport and General Workers' Organization, a member of the ITF.

42.

### **Asian Seamen**

The problems arising from the employment of Asian seamen on European vessels have periodically occupied the attention of the ITF ever since the inter-war period. During the period under review it has again been necessary for the ITF to intensify its action against this practice of economizing on crew costs, which could constitute a threat to existing fair conditions of employment in the maritime industry. An account of the work done on this question in the ITF Seafarers' Section during the period covered by this report is given elsewhere (X). Here, we set out some of the main issues involved in this aspect of our activities in Asia. First, we must distinguish between what are called the "traditional" and the "non-traditional" trades. The former term is applied to those trades where Asian seafarers have been used on non-Asian vessels (mostly British) for so long—perhaps fifty to sixty years—that their employment has become an accepted tradition. For the most part these vessels are confined to Far Eastern waters and to a few companies. These vessels and trades are not those causing the ITF most concern, except that we are anxious that the seafarers involved should be well and fully organized.

More serious is the increasing use of Asian seafarers in trades where their use is by no means traditional. This trend is due to two factors: a shortage of seamen in some of the larger maritime nations (for example in Scandinavia and, as far as Asian trades in particular are concerned, in Germany); and the belief among some shipowners that Asian sea-

farers are cheaper or more easily "managed", in that they will tolerate poor working conditions more readily than their European counterparts.

The European seafarers' unions are ready to recognize that if there are no European seafarers available, then it is difficult to refuse a shipowner the right to engage seamen where he can, but they will not accept the use of Asian seafarers (other than in the "traditional" trades) because the owner wishes to cut his labour costs.

This is necessarily a generalized account of issues which are brimful of complications—for example, though Asian seafarers might earn less than Europeans, shipowners often state that Asian crews tend to be larger than European crews and that a comparison of labour costs is therefore far from simple; on the other hand there are Asian seafarers, for example Indian officers, who enjoy wages and conditions on a par with the British. But, if Asian seafarers are being exploited at the expense not only of themselves but of European seafarers, then the only way for trade unionists to tackle the problem is to put an end to the situation that makes exploitation possible.

It is at this point that the enormity of the problem becomes apparent. In some parts of Asia the supply of seamen so exceeds the demand that a shipowner can buy his labour at bargain prices. A seafarer is unlikely to refuse any wage, however paltry, if the alternative is no wage at all. It follows that he is also unlikely to become involved in militant trade union activities if he risks making himself unpopular with a prospective employer. It follows too—and this is perhaps one of the worst of the features to a generally deplorable situation—that he would be ready to pay a labour contractor or boarding house keeper to get work, even if the bribes ate deep into an already poor wage.

Clearly an adjustment of supply to more nearly match demand is a first step and this in turn implies a proper regulation of seafarers' recruitment and engagement. In some ports—for instance Calcutta, Bombay and Singapore—gratifying progress has been made in that direction, though there is still room for improvement. Elsewhere, however, the position is as bad as, if not worse than, ever. It has been estimated that there are some 21,000 seamen in Chittagong competing for about 3,000 jobs, whilst in Hong Kong—the blackest spot of all—recruitment has up to now been completely uncontrolled and seafarers have been the prey of any and every corrupt influence.

Unless the position in Hong Kong is brought under control there will be little hope of bringing about any lasting improvement in Asia as a whole, for if every other avenue were closed to the unscrupulous shipowner, but Hong Kong remained, our other efforts would count for little. At the request of a sub-committee set up by the Seafarers' Section to deal with the employment of Asian seamen on European ships, one of its members, Bikas Majumder (General Secretary of the National Union of Seafarers of India—Calcutta), twice visited Hong Kong in 1963 and provided the ITF with the first comprehensive report it had had on the trade union organization of seafarers there.

The colonial administration's reluctance to upset mainland China, on whose goodwill the colony's existence depends, and a general conservatism had evidently inhibited earlier action on a scandalously chaotic and corrupt system (or lack of it) of seafarers' recruitment and

engagement, but in 1963 the Government did at last set up a committee of enquiry which in due course produced draft proposals for an official recruitment office. This positive step followed approaches by the ITF to the authorities both in Great Britain and Hong Kong.

The need for the ITF to be represented in Hong Kong, both to have its say in the working out of the Government's scheme and its eventual implementation and to help unify and strengthen the seafarers' unions, led the Seafarers' Section to propose in November 1963 that the ITF should station a representative in Hong Kong for an extended period, in the first instance of one year. This proposal found acceptance in the approval by the Executive Board in November 1963 of a provision in the ITF's Programme of Regional Activities for 1964. Shortly afterwards, the British National Union of Seamen was able to make available the services of one of its officials, Brother Ewen Macdonald, who left for Hong Kong early in February 1964. Brother Macdonald's work in Hong Kong, the statement of policy on this question adopted by the ITF Seafarers' Section, our approaches to the International Shipping Federation, and our approaches to the I.L.O to convene a second Asian Maritime Regional Conference are dealt with in the Report on Activities of the Seafarers' Section. (156)

43.

#### **All-Pacific and Asia Dockworkers' Conference**

The Third All-Pacific and Asia Dockworkers' Conference took place in Djakarta, Indonesia, from 4 to 9 October 1963. The first such conference, it will be recalled, was held in Tokyo in May 1959, the sponsors being Harry Bridges' International Longshoremen's and Warehousemen's Union of America and the Australian Waterside Workers' Federation, both of which organizations are communist dominated. The ITF had previously warned free dockers' unions not to give the Conference their support in view of the fact that the aim of the Conference was manifestly to further the Communist cause. This first conference, besides adopting a number of resolutions of a political character, set up a Permanent Liaison Committee, consisting of one representative from the I.L.W.U and one each from Australia, Communist China, Indonesia, Japan and the Soviet Union. A Second Conference was held in Tokyo in June 1961.

The Third Conference, which was attended by the usual assortment of Communist dockers' representatives from the USA, Australia, Indonesia, India, Communist China, Russia and Japan, adopted seventeen resolutions on the defence of world peace, etc., in the familiar jargon that is used at any Communist gathering, whether of dockers or musicians. From our point of view it is encouraging to note that the "Liaison Committee of All Pacific and Asian Dockworkers' Unions", which organizes such events, is having singularly little success in spreading its influence beyond the faithful party followers. Overtures to non-Communist unions, particularly those affiliated with the ITF, invariably meet with a frosty response. What was once a potential threat to the ITF's influence in Asia has receded to the point where, although vigilance is still vital, we need not devote too much attention to these rather ineffectual Communist manoeuvres.

44.

## Burma

The ITF has one affiliate in Burma, the Union of Burma Seamen's Union, with some 800 members. Like Burma's trade union movement as a whole, our affiliate has been largely crippled by a government which is determined to bring trade unions under its control, looking to Russia, Communist China and East Germany for ways of doing so. At one point the government decided to constitute two federations, one of private and one of public employees, and aimed eventually to unify them into one monolithic, state-controlled body. Apparently, this project foundered on the lack of experience of those meant to carry it through, but whether it has been postponed or cancelled is not clear. Information from Burma is scanty and not always reliable, but it seems that the four or five "national centres" which once functioned still do so in varying degrees of effectiveness, though none could claim to be really representative.

Aside from the common difficulties, our own affiliate suffered severely from government reprisals when members of a Burmese vessel docked in Tokyo went on strike in 1962 in protest against their working conditions. They had previously disobeyed the master's orders in Manila. The strike was completely unofficial, against the advice of our Tokyo Office, and was not even known to the union's national officers, but those officers were nevertheless held responsible. Two were imprisoned, including the General Secretary, Brother Than Aung. The ITF protested vigorously to the Government and Than Aung was subsequently—but not immediately—released. We were later informed that the union was being allowed to function (though it had to be extremely cautious) and had reaffirmed its attachment to the ITF.

45.

## India

The ITF has the following affiliates in India: All India Railwaymen's Federation (affiliated on 50,000 members though a much larger membership is claimed); Maritime Union of India (1,615); Transport and Dock Workers' Union, Bombay (11,697); National Union of Seamen of India, Calcutta (17,084); Calcutta Port Shramik Union (24,874); Indian Flight Engineers' Association (50); Indian Flight Navigators' Guild (40); Bombay Port Trust Employees' Union (5,188); the Jahazi Mazdoor Union (1,734); and the National Union of Seafarers of India, Bombay (12,000).

The aggression launched by Communist China against India in October 1963 drew the condemnation of the free world. At its meeting in November 1963 the ITF Executive Board adopted unanimously a resolution "assuring the Government and people of India in their present distress of the complete support and solidarity of the transport workers of the free world" and went on to convey the ITF's "heartfelt sympathy to the families of those who have fallen victim to aggression".

The Communists' attack, appalling as it was in other respects, at least had one beneficial effect in that it drew together for a time the

various parts of India's free trade union movement which are usually and regrettably divided. Joint committees were formed to enlist the united support of the trade unions in India's hour of need.

Unfortunately, there is every sign that the spirit of unity in the face of a common threat has dissipated as the threat has subsided. It is impossible to over-emphasize the impediment to trade union growth produced by the rivalry, often bitter, between the two important democratic national centres, the Hind Mazdoor Sabha (HMS) and the Indian National Trade Union Congress (INTUC). The bad feeling between the All India Railwaymen's Federation and the National Federation of Indian Railwaymen (NFIR), for example, makes joint action on matters such as wages and working conditions extremely difficult and time is spent on charges and counter-charges of bad conduct that could be far more fruitfully spent on other things. At the time this report was prepared, the ITF had no affiliates among INTUC unions, though one affiliate identified itself informally with INTUC's cause. The absence of INTUC unions is to be regretted, in that INTUC has transport workers' unions of substantial size which, were it not for the disunity of the Indian movement, would almost certainly have been affiliated with us. It is the ITF's earnest hope that before long it will prove possible to gather all India's free transport workers' unions within the ITF with the ready consent of the existing affiliates.

Whatever the lack of harmony in many aspects of Indian trade union life, the ITF can count itself fortunate that it has unions of real quality among its Indian affiliates. The Maritime Union of India, for example, is an organization that stands comparison with the very best anywhere. It holds collective agreements on behalf of India's merchant marine officers with fourteen shipping companies, issues an admirable quarterly journal, the "Oceanite", which is now in its eighteenth year of publication, and is its members' acknowledged spokesman on bodies such as the National Shipping Board, National Welfare Board for Seafarers, the Merchant Navy Training Board and the Joint Maritime Commission of the ILO. Its most recent negotiations with the Scindia company, India's largest, brought wage increases of from 12% to 22%, a considerable achievement at a time of a shipping recession. All in all, the union is organized and its business conducted with a competence and care for the democratic processes that make it one of the ITF's most reliable and gratifying members. The Maritime Union of India has the advantage, of course, of a well-educated and comparatively well-paid rank-and-file, an advantage which the National Union of Seamen of India cannot enjoy in the same measure. Its achievements have nonetheless been substantial. Once one of the more troublesome ports in Asia, as far as unemployment is concerned, Calcutta now has almost as many jobs as seamen. This is due to a large extent to the introduction of a registration system, though it would be painting too rosy a picture not to acknowledge that even today many of the seamen recruited there might not work for anything approaching a full year. The improvements in the Calcutta seamen's position can be attributed to the ceaseless efforts of our affiliate which now organizes some 94% of Calcutta's registered seafarers. The union's existence has been made none the easier by the determined opposition of a small band of Communists and other political extremists who have involved the union in lengthy litigation from which the union emerged eventually unscathed. One of its

most promising ventures has been the establishment of a cooperative credit society on which its members can call when unemployment or under-employment places them in financial difficulties. A cut in working hours was negotiated and took effect in May 1962 and a further claim for a wage increase and other improvements has now been lodged.

The Bombay Transport and Dock Workers' Union remains one of the ITF's most militant and tightly organized unions. It is firmly established and admirably led. Its prompt and vigorous response to the ITF's appeal for help during the Manila dock strike was an object lesson in practical solidarity and undoubtedly was an important factor in the strike's ultimate success. The Calcutta Port Shramik Union has made steady progress in the face of Communist hostility. It is the second largest of the ITF's Indian affiliates. The Bombay Port Trust Employees' Union, the National Seafarers' Union of India, Bombay, and the Jahazi Mazdoor Union have joined the ITF since the last Congress. The Bombay Union, which had previously been moribund under a corrupt leadership, has been able to improve its position considerably over the past years, in spite of many serious difficulties. The two civil aviation affiliates are small specialist organizations which take a keen and active interest in the ITF's activities. They have also proved very valuable sources of information on Indian civil aviation affairs.

46.

#### **Indonesia**

The ITF has three active affiliates in Indonesia: Serikat Buruh Penerbangan—SBP (civil aviation workers—1,700); Persatuan Buruh Kereta Api—PBKA (railwaymen—30,666); and Serikat Buruh Perhubungan dan Transport—SBPT (road transport workers and dockers—13,705). There is another nominal affiliate, the Serikat Buruh Teknik dan Pelabuhan (“Harbour Technical Workers’ Union”), but nothing has been heard of or from it for a long time and it is thought to be defunct.

The ITF was represented at the PBKA's Congress in June 1963 by Brother Lester Zosel, the International Representative of the American Brotherhood of Railway Clerks who has often acted for the ITF on special assignments. He was able to confirm that despite a variety of difficulties, the PBKA remains a well-organized, enterprising union whose services extend beyond narrow concepts of bargaining to embrace cooperative ventures of many kinds.

The SBPT is part of GASBIINDO, one of Indonesia's largest national centres. Brother Amal Mukherjee of the ICFTU represented the ITF at GASBIINDO's Congress in July 1963, where one of the most important decisions was to endorse an ambitious educational project aimed at training some 3,600 students from various parts of the Republic.

Regrettably little has been heard from the SBP for some time. There is in general a difficulty in keeping regular contact with Indonesia and this is certainly no fault of our affiliates.

47.

#### **Japan**

The ITF's affiliates in Japan are: All-Japan Seamen's Union

(120,000); National Railway Workers' Union (270,000); National Federation of Municipal Transport Workers' Unions (30,000); Japan Travel Bureau Trade Union (3,000); National Railway Motive Power Union (50,000); and All-Japan Express Workers' Union (30,000).

The Japanese trade union movement remains divided, the two largest groups being formed by Sohyo, on the one hand, and Domei—made up of Zenro, Sodomei and Zenkanko—on the other. The formal amalgamation of Domei's three potential constituents took place in the autumn of 1964. The division between Sohyo and Domei often runs deep, though at certain points—for example the plan to create a wage research centre—cooperation has proved possible. A growing cause for dissension, however, is the issue of "second unions", that is unions formed in rivalry to, or as breakaways from established organizations. The whole matter is bewilderingly complex to the non-Japanese observer and is of such delicacy that any comment in detail in this report would be unwise. It can be said, however, that the moderation and good sense of our Japanese affiliates (which include members of both Sohyo and Domei) has so far allowed us to steer clear of any grave embarrassments.

The continued failure of the Japanese Government to live up to its repeated pledges to ratify ILO Convention 87 on Freedom of Association and Protection of the Right to Organize has been the subject of many approaches by the ITF urging the Government to honour its obligations. This subject is dealt with in more detail elsewhere in this Report. (3)

A notable success for the ITF in Japan was scored in October 1963 with the affiliation of the All-Japan Express Workers' Union (Zen-Nittsu), a large and influential organization. In contrast, however, we failed to secure an application for affiliation from the Private Railway Workers' Federation (Shitetsu), its Convention having decided in August 1964 to defer consideration of international affiliation until 1965. Our friends in Japan and our Tokyo Office intend to exert all their efforts in the meantime to winning the union to our side.

48.

## Korea

The ITF has the following affiliates in the Republic of Korea: Korean Railway Workers' Union (22,000); National Dockers' Union (17,000); Transportation Trade Union (22,741); and National Maritime Workers' Union (10,942). All but the Railway Workers' Union joined the ITF in March 1963 and their addition to our ranks represented a dramatic and most welcome increase in the ITF's representation in a country whose history of labour relations has been chequered. The whole-hearted way in which our unions have exploited the comparative freedom they now enjoy speaks well for their future. At the beginning of 1964, the railwaymen were deciding whether to strike in support of their wage claims. The ITF had previously cabled expressions of support for the union's case to the Korean authorities and had drawn an assurance through the embassy in London that the management would make a fair offer of settlement. The Dockers' Union held a most successful convention in September 1963 and adopted resolutions calling for improvements in wages and welfare facilities and rejected the intro-

duction of mechanization if unemployment were to follow. The convention also adopted a warm message of greetings to the ITF. At the end of 1964 we received reports that the Korean trade union movement had registered emphatic protests against Government proposals to introduce new labour legislation.

49.

### Malaysia

The ITF's affiliates in Malaysia are: Transport Workers' Union of Malaya (2,000); Port Swettenham Harbour Trade Union (2,500); Railwaymen's Union of Malaya (12,000); and Malayan Airways-Qantas Airways Local Employees' Union (1,570).

The Transport Workers' Union operates in a most difficult environment trying to organize workers in a multitude of small bus and road haulage concerns, where the scope for intimidation and paternalism that is open to the small businessman puts a union at an enormous disadvantage. Although the union has succeeded in negotiating improvements in its members' wages and working conditions, we were informed at the beginning of 1964 of threats to cancel the Union's registration.

Without doubt one of the most significant events in Malaya's trade union history was the 24-day strike begun by the Railwaymen's Union of Malaya on 23 December 1962. The strike was the culmination of a series of grievances which the Management had declined to satisfy through the negotiating machinery which it had only recently introduced with the union's co-operation. The issues, other than a call for an end to casual daily-paid employment, were extremely complicated and involved the amendment or improvement of conditions of service.

The exemplary fashion in which the strike was conducted and the solidarity and, above all, discipline shown by the rank-and-file were as encouraging for those interested in the progress of free trade-unionism in Malaya, as the final successful outcome of the strike (6). The negotiated settlement brought considerable improvements for the railwaymen and, most important, an end to the practice of daily payment. The remaining claim of the railwaymen that they should be classed as government servants and have all the rights and privileges attached to this status, was later conceded by the government when the union brought its claims before the High Court.

During the strike the ITF lent the union both material and moral support, and many of the ITF's railwaymen's unions were quick to express their solidarity. When one remembers that the Railwaymen's Union of Malaya was only formed as recently as November 1961 from the amalgamation of a number of craft organizations, its achievements are all the more praiseworthy.

The ITF's civil aviation affiliate is the only union the ITF has with a base in Singapore, and it takes a close interest in the ITF's affairs. The ITF in turn has been able to help the union by providing information for use in negotiations. Recent developments in Singapore's political and trade union scene have improved the ITF's prospects of gaining new affiliations. The Singapore NTUC has agreed to encourage its



transport workers' organizations to seek affiliation and we hope before long to see the fruits of this friendly attitude.

50.

### **Okinawa**

During his visit to Okinawa in October 1963 to attend a meeting of the ICFTU-ARO Executive Board, Brother Yamazaki, Acting Director of the ITF Tokyo Office, made contacts with the transport workers' unions and made known to them the ITF's activities and policies. In general, there are far more unions in Okinawa than is good for the movement, ranging in size from seven to a few thousand members—in June 1963 it was estimated that there were 160 unions sharing no more than 31,000 trade unionists. In May 1963 a split in the All Okinawa Federation of Trade Unions came to a head when more than half the members of the Federation's Central Committee resigned their positions in protest against interference from the leftist-inspired Okinawa People's Party. In September 1964 the determined efforts of the major democratic organizations resulted in the formation of a new national centre, the Okinawa Prefectural Council of Trade Unions ("Kenrokyo"), with a reported membership of about 25,000, roughly three-quarters of organized labour in the Ryukyu Islands.

The ITF-affiliated All Japan Seamen's Union has a strong branch in Okinawa (850 members) and, in the absence of manufacturing industries of any size, transport is one of the most fruitful fields for trade union organizing. Apart from the public employees' and military base workers' unions, the Okinawan Transport Workers' Union (Okikoro) is the largest organization, with a membership of 2,000 in four bus companies. It is affiliated to the Japanese Private Railway Workers' Federation (Shitetsu). There are also three much smaller unions, each with members confined to one company. All four organisations conducted a strike in the spring of 1963 and are considering amalgamation. Brother Yamazaki has reported that they are well disposed towards the ITF.

The general picture of labour-management relations in Okinawa is unhappy. Reactionary employers tend to encourage the military administration to interfere with the normal processes of collective bargaining and this is one of the factors which has made for intense suspicion and sometimes bitterness between the Okinawans and the American authorities. In March 1964 the General Secretary visited Okinawa following his attendance at the second meeting of the ITF Asian Advisory Committee and discussed the trade union situation on the island with the ICFTU Representative and with leaders of transport workers' unions, the American military authorities and representatives of the native government of the Ryukyu islands.

51.

### **Pakistan**

The ITF's affiliates in Pakistan are: Pakistan Transport Workers' Federation (affiliated on a membership of 10,000); Maritime Union of Pakistan (380); National Seamen's Union (1,246); Flight Engineers' and Navigators' Association (46); and Society of Aircraft Engineers (201).

In March 1964 the ICFTU Executive Board decided that "the privileges of the All Pakistan Confederation of Labour (APCOL) as an active affiliate of the ICFTU be held in abeyance pending the Executive Board's satisfaction that it is capable of functioning as a truly representative body of the free trade union movement in Pakistan". Since the ITF's largest affiliate in Pakistan, the Pakistan Transport Workers' Federation, is led by those who also lead APCOL, and the factors which dictated the ICFTU's action therefore apply to our affiliate too, the ITF will almost certainly have to review its position in Pakistan.

The decision of the ICFTU Executive Board was taken in the light of reports from their Representative in Pakistan, Brother James Murray, and the findings of an ICFTU mission which visited Pakistan in September 1963. Brother Murray had found, through independent uninhibited researches which he had carried out in the face of marked opposition from the leaders of APCOL, that these were for the most part preoccupied with the fulfilment of personal ambitions rather than the advancement of trade unionism, and that genuine trade unionists were more often to be found outside APCOL, which they found repellent. This view was later confirmed by the outbreak of an involved and violent civil war within APCOL and its constituents (the West and East Pakistan Federations of Labour) when competing factions fought for the leadership, each holding its meetings and declaring its rivals to be "illegal". This battle was taken to the courts and demands for injunctions and legal recognition flew back and forth. Physical assaults, or allegations of assaults, were made and denied periodically.

Meanwhile, Brother Murray and the International Federation of Petroleum and Chemical Workers had given encouragement to a group of clerical workers in the petroleum industry who later took an interest in wider fields and formed the Pakistan National Federation of Trades Unions (PNFTU). The leaders of the PNFTU are young and dedicated, and work for their organizations in their spare time, despising the "professional" trades unionists that dominate APCOL. The ICFTU mission which visited Pakistan in September 1963 was impressed by their vigour and devotion, and at the end of 1964 the ICFTU Executive Board accepted an application for affiliation from the PNFTU.

There are also a number of independent unions, some of which are led by former APCOL supporters but tend now to look to the PNFTU for national affiliation, if to anyone. One such union, the Karachi Harbour and Dock Workers' Union, has applied for affiliation with the ITF.

The regrettable state of affairs in Pakistan has inevitably had its adverse effects within the national unions, but the Maritime Union of Pakistan (which organizes merchant marine officers) and the Flight Engineers' and Navigators' Association have continued to conduct their business and serve their members well. The Society of Aircraft Engineers affiliated as recently as the beginning of 1964.

52.

### **Philippines**

The ITF has two affiliates in the Philippines: the Transport and General

Workers' Organization (28,000); and the Federation of Air Transport Unions (1,000).

The Transport and General Workers' Organization was involved in 1963 in one of the longest and most bitter disputes the Philippines has ever experienced. On 7 May dockers in the port of Manila struck when the government attempted to set aside a collective agreement due to run until the end of 1966. Ostensibly the government was maintaining that the dockers had become public servants and their union was therefore unable under Philippines law to extend them the protection of bargaining rights and agreements available to private employees. The union rejected this contention and saw in the government's actions a threat, motivated by political differences, to the union's very existence.

The union finally triumphed and in an interim agreement 75% of the strikers returned to work under their former pay and working conditions on 26 September 1963. In October the Court of Industrial Relations ordered the reinstatement of all the strikers. The union now hopes to look forward to a period of industrial peace such as it has not enjoyed for a long time--the strike from May to September was the last and largest of a series. Throughout the dispute, the union received vigorous support from the ITF and its affiliates. The Philippines Government was bombarded with messages from many parts of the world declaring support for the strikers and material assistance was also given generously. The ITF also arranged for Brother Zosel to visit Manila in June and by his encouragement and very presence to hearten the union in its struggle.

It is unfortunately still the case that the Philippines trades union movement is divided into two camps, the Philippines Trades Union Council and the KMP, to which our affiliates belong. At one time it seemed that the two centres might join forces politically but a tentative alliance eventually failed.

## LATIN AMERICA AND THE CARIBBEAN ZONE

53.

During the period under review the ITF has been particularly active in this region. There have been serious disputes involving railwaymen, road transport workers, port workers and seafarers in Argentina, railwaymen in Peru, seafarers in Colombia and Brazil, railwaymen in Ecuador, Guatemala and Costa Rica, and civil aviation workers in Panama. The ITF has given its affiliates various kinds of support including sending ITF representatives to give on-the-spot assistance. Throughout the period, ITF representatives have travelled widely throughout the region, assisting and advising existing affiliates, contacting new unions and generally carrying out their task of encouraging and promoting the growth of free trade unionism among the transport workers of Latin America. A partial measure of their success may be seen in the large number of applications for affiliation from unions in Latin America and the Caribbean Zone approved by the Executive Board during this period. Our new affiliates include nine in Argentina, one in Bermuda, two in Bolivia, one in Brazil, two in British Guiana, one in Chile, three

in Colombia, one in Costa Rica, one in the Dominican Republic, three in Ecuador, one in Guatemala, two in Honduras, one in Jamaica, one in Panama, four in Peru, one in Trinidad, one in Uruguay and one in Venezuela.

The ITF Latin American Regional Office is situated in Lima, Peru. At the beginning of the period under review the Regional Director for Latin America and the Caribbean Zone had one assistant at the Lima Office, Bro. M. Medrano, who had previously been active in the Peruvian trade union movement. Another assistant, Bro. J. Otero, was stationed in Brazil, where he had been working since August 1961. Bro. Otero was chiefly engaged in organizing and participating in a number of organizational drives in various regions of the country. This work, details of which are given later in this report, continued to occupy the greater part of his attention until the summer of 1964, although in 1963 and early 1964 Bro. Otero also visited a number of other Latin American countries. Thus, in August 1963 he undertook a mission to Ecuador to give assistance to our affiliate, the Railwaymen's Union, and in January and February 1964, he visited Panama, Costa Rica and Guatemala in conjunction with his attendance at the First Inter-American Conference of Directors of Labour Education, which was held in Mexico City.

In the early part of 1964, the action of the Peruvian authorities in expelling Bro. F. Azaña, the ITF Regional Director for Latin America and the Caribbean Zone, and Brother Azaña's subsequent resignation placed the ITF in a situation that was delicate and at the same time called for urgent action. The General Secretary therefore decided that an ITF Mission, led by the Vice-President, Bro. H. Düby, should proceed to Lima to inquire into the reasons which prompted the Peruvian authorities to expel Bro. Azaña. The Mission, the other two members of which were Bros. R. Faupl (International Representative of the International Association of Machinists and Member of the ITF General Council) and H. Alonso (Member of the ITF Executive Board), was accompanied by Bro. K. Golding of the ITF Secretariat who acted as Secretary to the Mission. Unfortunately, because of the manifest lack of cooperation by the Peruvian authorities, it proved impossible to establish the validity or otherwise of the reasons advanced by the Peruvian Government for expelling Bro. Azaña, namely, that he had been guilty of unwarranted interference in the Peruvian trade union movement and was suspected of acting for the communist cause. Faced with the fact that Bro. Azaña felt that he could, in the circumstances, no longer continue working for the ITF and had accordingly tendered his resignation and, after considering the report of the Mission, the ITF Management Committee decided at its meeting in March 1964 to appoint Bro. Otero, as the man best-equipped to deal with the situation, Acting Director pending a decision by the Executive Board. At its meeting in Vienna in June 1964, the ITF Executive Board, confronted with the urgency of appointing a successor to Bro. Azaña and taking a decision on the location of the ITF Regional Office in Latin America, decided to confirm the action of the Management Committee and appoint Bro. Otero Regional Director for Latin America and the Caribbean Zone. It was also decided that the ITF Latin American Office should continue to be located in Lima. Ideally, it would of course have been preferable to have consulted the Latin American affiliates on these matters, but this course of action was ruled out by the sheer urgency of the matter.

In view of the fact that there appeared to be certain misunderstandings among a number of Latin American affiliates with regard to the location of the ITF Latin American Office, the resignation of Bro. Azaña and the appointment of Bro. Otero, it was decided that the General Secretary should undertake an extended tour of the region in order to assess the situation confronting our affiliates and to explain to them personally the reasons underlying the actions of the Executive Board. (66)

The arrangements for Bro. Otero's transfer were completed in September 1964. Bro. Medrano continued as Bro. Otero's assistant and in August 1964 another assistant was appointed, Bro. Gomero, a former leader of a taxi drivers' union and Member of the Peruvian Parliament. Bro. Gomero, who was Conference Vice-President at the Second ITF Latin American Regional Conference held in Lima in March 1961, had been one of the trainees at a training course organized by the Labour Relations Institute of the University of Puerto Rico in collaboration with the ITF in the autumn of 1963. (64)

**54.**

### **Peru**

In Peru, where the ITF Regional Office is situated, the trade union situation at the end of 1962 remained serious following the coup d'état earlier in the year and the military junta's interference and manifest collaboration with Communist opportunists. In spite of this, it was possible for the ITF to give decisive assistance in a strike by employees of the Peruvian Railways Corporation. Negotiations for a cost-of-living increase were obstructed by the irresponsible interference of the Junta but, after direct negotiations with the employers, it was possible for the ITF Regional Director to arrive at a settlement.

In August and September 1964, an eight-week training course in trade unionism for Peruvian transport workers was carried out jointly by the ITF and the Peruvian branch of the American Institute for Free Labour Development (AIFLD). The course, which opened on 17 August, was attended by eighteen candidates from affiliated organizations in seven cities of Peru. The emphasis throughout the course was on practical training. Subjects included collective bargaining, industrial relations, public relations, organizing techniques, book-keeping, trade union journalism, public speaking, grievance handling and strike procedure. The instructors included Bro. Otero, the ITF Regional Director for Latin America and the Caribbean Zone, and his assistants Bro. Manuel Medrano and Medardo Gomero.

In September 1964, Bro. Medrano, accompanied by Bro. R. Aiken of the US Brotherhood of Railway Clerks, visited a number of cities in the North of Peru where they met with leaders and rank and file members of a number of transport organizations which are affiliated to the ITF either directly or through the national federation concerned. In the port of Chimbote they also made contact with the Fishermen's Union which has 4,800 members and has expressed interest in affiliating with the ITF.

**55.**

### **Argentina**

During December 1962 and January 1963 widespread industrial disputes

affecting ITF-affiliated organizations occurred throughout the transport sector in Argentina. A major cause of the dispute was the Government's delay in paying employees' wages. In addition, there was direct government interference in the internal affairs of a number of unions. Union dues collected under the check-off system were withheld from the Locomotivemen's Union, La Fraternidad. The Government refused to recognize democratic elections for the presidency of the Port Workers' Union (SUPA). The Seafarers' Union (SOMU) complained of corrupt practices in the administration of the union's hiring hall which had been taken over by the military; in addition, maladministration of the government-operated merchant fleet had led to widespread unemployment among seafarers. Negotiations for new collective agreements for the port workers and lorry drivers were being held up without excuse by the Ministry of Labour.

In December 1962 the ITF Regional Director for Latin America and the Caribbean Zone went to Argentina to assist affiliates affected by the disputes. Joint meetings were held which were attended also by the Railwaymen's Union. A liaison committee was formed to co-ordinate activities and throughout December 1962 and January 1963 a series of half-hour stoppages as well as two twenty-four hour strikes took place. A number of cables were sent to the Argentine Government appealing for a just settlement and pledging the ITF's full support for its affiliates. Eventually, satisfactory settlements were reached on a number of the issues at stake; it was agreed to make good arrears of pay to all transport workers; the seafarers secured an improvement in the administration of the hiring hall, a pay increase as well as a number of fringe benefits; negotiations on the dockers' and lorry drivers' claims were to be resumed immediately and the Government agreed to recognize new elections for the presidency of the dockers' union.

As a result of his visit to Argentina, the ITF Regional Director received a number of applications for affiliation from important transport workers' organizations. In June 1963, the ITF Regional Director again visited Argentina to attend the Congresses of three affiliated organizations: the Locomotivemen's Union ("La Fraternidad"), the Port Workers' Union (SUPA) and the Motor Transport Workers' Union. As a result of this visit the ITF gained a new affiliate, the Argentine Inland Navigation Workers' Union. In October 1964, Bro. Otero visited Argentina where he had talks with leaders of all affiliated unions and addressed a meeting of the Transport Workers' Confederation (CATT). This visit was in preparation for the tour of Latin America which the General Secretary made at the end of 1964.

56.

## **Brazil**

At the beginning of 1964 the situation confronting the free trade union movement in Brazil changed overnight with the military revolt which deposed President Goulart. The previous situation had, of course, been extremely unsatisfactory insofar as President Goulart's demagogic manoeuvring had enabled the Communist Party to attain during his period of office the strongest position it had ever held in Brazil. Government Ministries and authorities, the schools and universities, the political parties, the mass media and, most of all, the trade union movement were all infiltrated by communists and their sympathizers. In 1962 the com-

munists had concentrated on the trade unions, gaining important victories in the Industrial and Maritime Confederations and in 1963 they had founded the CGT which was to take a very active part on the national political scene and actually promote illegal organizations within the armed forces.

This situation created real difficulties for the free and democratic international trade union movement in its attempts to build up strong, democratic unions in the country and, indeed, if communist influence had grown much stronger, our work would have become virtually impossible. The situation following the change of regime had, however, a number of extremely disturbing features. Many trade unions, the majority of which had formerly been controlled by the communists, were placed under the supervision of government authorities. In São Paulo, for example, all trade unions, communist or otherwise, were placed under government supervision, and although, in the case of the democratic unions, this was a purely routine measure, it was still felt to be irksome by the democratic unions in the transport sector. Moreover, there were serious grounds for alarm in the inexperience of some of those entrusted with administering unions from which Communists had been ousted and the possibility that employers might exploit the weakness of unions brought about by the sudden removal of established, if undesirable, leaders. There were also indications generally that the restoration of democracy might be both deferred and limited.

In April 1964, Bro. Otero took part in a meeting in Rio with a number of international trade union representatives (ORIT, AIFLD, AFL-CIO, PTTI, IFCCTE) to discuss the present situation, possible joint activities, and the need for drastic changes in the structure of the Brazilian trade union movement. This was followed by a meeting next day with commercial, industrial and transport trade union leaders at the Headquarters of the Commercial Workers' Confederation (CNTC) where it was decided to make a joint approach to the authorities. The delegation of Brazilian democratic trade union leaders and international trade union representatives was subsequently amicably received by the new Minister of Labour to whom they put their views and wishes with regard to the future of the Brazilian trade union movement, including the need for a drastic revision of the Brazilian Labour Code and the eventual abolition of the trade union tax, 'imposto sindical'. They also sought to determine the period for which it was intended to keep the trade unions under the supervision of the authorities and to enlist the Minister's support for a nation-wide campaign to promote the principles of the free and democratic trade union movement. The Minister expressed agreement with the basic points formulated, but pointed out that it would take some time before the measures instituted by the Government for placing the trade unions under the supervision of the authorities could be rescinded altogether. It was generally thought that, in spite of the difficult circumstances, the free trade union movement could still, by facing up to the new situation, achieve a great deal for the benefit of Brazil's workers by pressing the Government to introduce reforms in labour legislation and to modify its social policies. Thus, when later in the year the Government cancelled by Presidential Decree certain clauses in the collective agreements of maritime and civil aviation workers guaranteeing these workers specified compensation for increases in the cost of living, representatives of ITSs and ORIT met in Rio on 25 August to consider what support might be given to the

Brazilian workers in order to counteract the apparent intention of the Government to stabilize the country's economy primarily at the expense of the workers and the way in which certain employers were evidently taking advantage of the Government wage policy and the weakness of the trade unions generally. It was decided to send a joint letter to the Brazilian national confederations indicating international concern and pledging international support for the Brazilian unions. This was followed by an interview with officials of the Brazilian Ministry of Labour, at which it became clear that the new Brazilian Government was very alarmed at the prospect of any adverse publicity abroad in connection with its labour policies, and, following further approaches by Bro. Otero, the Government finally amended its original decrees. (18)

57.

In 1963 and 1964 the ITF has cooperated with the American Institute for Free Labour Development, (AIFLD) and ORIT-ICFTU in a number of trade union education programmes carried out in various parts of Brazil with a view to encouraging the emergence of capable democratic trade union leaders in the different sectors of the transport industry.

In September 1963 the AIFLD set up in São Paulo a permanent trade union training centre with the purpose of providing the Brazilian trade union movement with new leaders, organisers and instructors. Since the training courses offered at the Centre assumed a basic knowledge of trade unionism, the AIFLD had agreed beforehand with the international organizations operating in Brazil to conduct joint basic trade union training programmes in various parts of the country. It had also been agreed that Bro. Otero, who was then the ITF Representative in Brazil, should act as Coordinator of all joint programmes undertaken in Brazil by the ITSs, ORIT-ICFTU and the AIFLD. The first of these programmes was conducted in four cities in the North, Centre and South of Brazil in July 1963. A further programme was carried out the following November in five cities in the North and North East of Brazil. As a result of the two programmes, more than 350 trade union leaders and members received basic training and forty of these later underwent further training at the AIFLD Centre in São Paulo.

In the Summer of 1963 the ITF also participated together with its Brazilian affiliate, the Inland Transport Workers Confederation (CNTTT), and one of the CNTTT's five constituent state federations, the São Paulo State Federation of Bus and Truck Drivers, in a joint organizing Campaign in São Paulo, Brazil's most densely populated state and, indeed, the area in which there is the greatest concentration of industry in the whole of Latin America. The purpose of the 64-day campaign was to find and encourage potential democratic leaders to fight the threat posed by communist activity in the transport workers' unions of this key area of Brazil.

'Project Hinterland', an organizing campaign conducted jointly by the ITF and ICFTU-ORIT during the period September to December, 1963 was originally planned to take in North, North-Eastern and Central Brazil, but in the event it was possible to carry out only the first stage of the programme covering Northern Brazil. In addition to Manaus and Belem, this first stage included the first visit by any international trade union representative to Macapa, Brazil's forgotten region on the



border of French Guiana where there is a large concentration of maritime workers. These workers had been altogether neglected by the national trade union leaders whose contacts with the membership had been almost entirely concerned with furthering various political objects. They were therefore all the more gratified to be able to discuss with trade unionists genuine trade union matters such as collective bargaining, union finance, administration etc. In December 1963 a joint ORIT-ITF three-day Seminar on trade union organization was held in Macapa, in preparation for an organizing campaign which was to be held in the region in 1964. Thirteen of the twenty-two labour leaders attending the course were from the transport sector.

In 1964 the ITF also carried out the first two stages of its Brazilian programme, "Operation Brotherhood", the object of which is to promote effective democratic trade union leadership in the transport sector in Brazil. Essentially, the first two stages entailed the gathering of information through making close contacts with transport workers' unions throughout Brazil -- in Rio de Janeiro, São Paulo, Santos, Curitiba, Paranaguá and Porto Alegre. In the third stage of the programme, which was to be undertaken in the early part of 1965, it was proposed to carry out a variety of activities adapted to the specific circumstances applying in each individual case, including organizing, providing information and guidance to unions, trouble-shooting, promoting new leaders and preparing these for election, etc. Those taking part in Stage II of the programme included, in addition to Bro. Otero, Bro. Gomero, Bro. Martínez (Vice-President of the Dockers' Union of Puerto Rico), Bro. R. Aiken (member of the US Brotherhood of Railway Clerks), Bro. De Moura (of the Bus and Truck Drivers' Federation of São Paulo) and Bro. Mario Lopez de Oliveira (President of the ITF-affiliated Brazilian Land Transport Workers' Confederation (CNTT) and Member of the ITF General Council).

58.

### **Ecuador**

In August 1963 Bro. Otero undertook a mission to Ecuador to assist our affiliate, the Railwaymen's Union, following the take-over of the country's railways by the new military regime. He found that the colonel who had assumed charge of the railways had introduced full military discipline and was determined to destroy the trade union. He had powers to dismiss workers without compensation, transfer them arbitrarily under pain of dismissal, reduce their wages and compel them to work overtime without compensation. The Union's General Secretary had been dismissed from railway service and was therefore no longer able to carry out his union duties. Bro. Otero's attempts to convince the Government and the Colonel of the folly and injustice of their acts met with no success. On 27 September 1963 the General Secretary issued a press statement to call attention to the grave situation in Ecuador and cabled the President of the military junta demanding an end to the attacks on the free trade union movement. On a subsequent mission to Ecuador undertaken by Bro. Otero's assistant, Bro. Medrano, at the end of July 1964, contacts were made with the surviving elements of the railwaymen's union. The military government was continuing its repressive anti-union policies and had succeeded in crushing practically all genuine trade union activity in the country. Only one member of

the executive committee of the railwaymen's union and the branch he represented were continuing to resist the colonel in charge of the railway system. The Government was also absolutely opposed to any activities that might be undertaken in Ecuador by the international trade union movement, with the somewhat surprising exception of trade union education. Recognizing that we should at least do whatever we could to prevent the transport workers' unions in Ecuador from losing heart altogether in this appalling situation, it was decided that the ITF should participate in joint education programmes being carried out in the country by the other ITSs and ORIT-ICFTU. In October 1964, Bro. Medrano again visited Ecuador to take part in the Congress of the National Federation of Motor Drivers.

59.

### **Colombia**

In May 1963 the ITF Regional Director for Latin America and the Caribbean Zone visited Colombia to attend the Inter-American Conference of Ministers of Labour which was held in Bogotà. During his stay in Bogotà, he took the opportunity of renewing contacts with ITF affiliates in Colombia, including the seafarers' unions and the Aviation Mechanics Union (ACMA). The latter organization was reported to be making a good recovery following their long strike action in 1962. The seafarers' unions were engaged in a bitter dispute with the Colombian shipping concern, Flota GranColombiana (10). A request made on this occasion by one of the Colombian national centres (CTC) for assistance in founding a national federation of transport workers had to be rejected because of increasing rivalry between the two national centres, CTC and UTC, and the fact that the national affiliation of ITF unions in Colombia is divided between these two centres. On a subsequent mission to Colombia undertaken by Bro. Medrano at the end of July 1964, assistance was given to the civil aviation unions, the Aviation Mechanics Union (ACMA) and the "Avianca" Employees' Union, in their negotiations with Avianca, as a result of which the workers received satisfactory pay increases. Following this visit the ITF took further steps to support the seafarers' unions in the dispute with Flota GranColombiana. (10)

On a further visit to Colombia in October 1964, Bro. Medrano attended the Sixteenth Congress of the "Avianca" Employees' Union and assisted the Railwaymen's Union in their dispute with railway management over a pay claim. After cables had been sent from the ITF Regional Office in Lima and from Headquarters in London, a satisfactory settlement was reached.

60.

### **Mexico, Panama, Costa Rica and Guatemala**

In January 1964, Bro. Otero visited Mexico to attend the First Inter-American Conference of Directors of Labour Education. Whilst in Mexico, Bro. Otero had talks with leaders of affiliated transport workers' unions and with officers of the Mexican Confederation of Labour (CMT). He was also invited to attend the Convention of the Mexican Railwaymen's Union, with the leaders of which he was able to establish good contacts.

This was attended by forty-three members of Panamanian transport workers' unions. The bulk of the instruction was given by the trainees from the Puerto Rico course, assisted by Bro. Galvin, Director of the Training Programme for Labour Educators at the University of Puerto Rico, by Lester Zosel, the International Representative of the U.S. Brotherhood of Railway Clerks, and our representative, Bro. Otero, who had both been members of the team of instructors in Puerto Rico.

65.

#### **Inter-American Conference of Directors of Labour Education**

The First Inter-American Conference of Directors of Labour Education, organized by ORIT in Mexico City from 13 to 17 January 1964, was attended by more than 100 delegates from Canadian, United States and Latin American unions, inter-governmental organizations, the American Institute for Free Labour Development (AIFLD), the ICFIU and several ITSS and various universities engaged in labour education. One of the resolutions adopted by the Conference approved the creation of a liaison committee to study the ways and means of best employing human and financial resources in the field of labour education. ORIT and the ITSS will be permanent members of the committee, and the other organizations will act in a consultative capacity. The decisions of the committee will not be binding on members. Bro. Otero was among the speakers who addressed the Conference, dealing with the Joint ORIT-ITSS-AIFLD Programme in Brazil. He also took the opportunity of meeting ITS representatives to discuss the problems of the various countries in Latin and Central America and attended a meeting of the Executive Committee of ORIT.

66.

#### **General Secretary's tour of the Latin American Region**

In November and December 1964, the General Secretary made a six-week tour of the Latin American Region to make contact with ITF affiliated unions in the area. Accompanied by Bro. Otero, who had previously visited Brazil, Argentina and Chile to prepare for the General Secretary's tour, the General Secretary visited Brazil, Uruguay, Argentina, Chile, Peru, Colombia, Venezuela, Curacao and Mexico.

In Brazil, the General Secretary paid visits to affiliated and non-affiliated organizations of transport workers—railwaymen, road transport workers, port workers, seafarers, inland navigation workers, fishermen and civil aviation staff—in three centres, Rio de Janeiro, São Paulo and Santos. He also had interviews with the Minister of Labour and Social Security, the Minister of Transport and Public Works, the Deputy Governor of Guanabara Province, the Governor of São Paulo Province and a number of other government officials concerned with labour affairs.

The General Secretary's interview with the Minister of Labour, Dr. Sussekind, provided an opportunity for renewing their previous discussion during the International Labour Conference in Geneva the previous June. Among other things they discussed the question of government intervention of trade unions, and the Minister of Labour assured the General Secretary that the Government was doing everything possible to lift intervention. In a press conference given later, the

General Secretary referred to significant discontent existing among the workers at the restraints placed on trade unions by the Government, particularly in those cases where government appointees had taken over the unions. There was also dissatisfaction at the rapidly increasing cost of living and the extreme difficulty of obtaining compensatory increases in wages. There was an appreciable danger, Bro. De Vries pointed out, that the communists would be able to take advantage of the prevailing situation, particularly in view of the inability of the so-called trade union leaders who had been placed in charge of unions under government supervision. Unless the Government intervention of trade unions was lifted soon, and unless the Government really encouraged genuine collective bargaining, there was a serious danger of a "social explosion" far more serious than that which occurred early in 1964. A strong trade union movement should be able to exercise a good deal of influence on both employers and government in order to secure improvements in the working conditions of its members. The workers did not consider that they should be the only group called upon to make sacrifices in order to help revive the national economy. He also stressed the need for giving the Brazilian trade union movement a new face, by abolishing the "imposto sindical" (the trade union tax which all workers pay in the first instance to the authorities, the funds so collected being then distributed, often in an arbitrary way, between the unions), and replacing it by a system whereby trade union members pay contributions directly to the organization to which they belong. Another step that was necessary was the creation of a proper national centre.

After Brazil, the General Secretary went on to Montevideo, Uruguay, where his visit helped to restore unity between the various port workers' unions; the Uruguayan Railwaymen's Federation also reaffirmed its allegiance to the ITF. Representatives of Argentine trade unions went to Montevideo to take the General Secretary on to Buenos Aires. While in Montevideo the Argentine dockers' leaders took the opportunity to have discussions with the local dock workers, and succeeded in strengthening their mutual links.

In Argentina the General Secretary was able to see how firmly based the Argentine affiliates are and how closely they cooperate within the framework of the Argentine Transport Workers' Confederation (CATT). The General Secretary promised that the ITF would do all in its power to assist CATT in bringing about an all-embracing federation of Argentine transport workers, particularly as it was made clear to him that, despite the political differences existing in the country, the unions affiliated to CATT had decided that politics should be left outside the organization. There is a good prospect that, as a result of contacts made during the visit, an application for affiliation will be received from the Shipmasters' Association.

Besides having talks with representatives of the ITF's affiliates in Argentina, the General Secretary was also granted interviews with the President, Dr. Arturo U. Illia, the Vice-President, Dr. Carlos H. Perette, and with the Minister of Works and Public Services and the Secretary of State for Transport.

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In Chile the General Secretary observed that great improvements have been made in the trade union position. Useful contacts were established with the Railwaymen's Federation, which is as yet not



affiliated to the ITF. Plans for an organizational drive, the purpose of which is to unite the democratic forces in the railways of Chile, were prepared in discussions between the General Secretary and the Director of the American Institute for Free Labour Development in Chile, Bro. Julio Etcheverry, and it was agreed that Bro. Gomero would visit Chile in January 1965 to make preparations for the ITF Programme. The General Secretary also discussed with the Chilean Maritime Confederation (COMACH) the question of closer cooperation between the dockers of Argentina, Uruguay and Chile on the basis of the informal agreement already reached between the dockers of the two former countries. COMACH agreed to follow up this suggestion, and it is hoped that cooperation of this kind will also be extended to dockers in other countries of Latin America, for instance Peru.

In Lima, **Peru**, where the headquarters of the ITF Latin American Regional Office is situated, the General Secretary was again able to have talks with leaders of the ITF's affiliates. Discussions concerning differences between two railway unions, following the settlement of a dispute with management in 1962, resulted in an agreement to use the services of ITF Regional Director Jack Otero as mediator in an attempt to achieve a permanent basis of cooperation. The General Secretary was, however, disappointed at not being able to meet any member of the Government. The General Secretary was impressed by the progress which the Peruvian transport workers' unions had made, in the face of enormous difficulties, towards improving their members' social and economic conditions. In a statement to the Press he said the Government should pay more attention to improving the transport services of the country and pointed out that a strong and responsible trade union movement was the best guarantee of industrial peace and could also contribute to political and social stability.

On arrival in **Colombia**, the General Secretary and Bro. Otero were met by a delegation of trade union leaders from the two national centres, UTC and CTC, and from all ITF affiliates in Colombia. Discussions were held with the Railwaymen's Union concerning their dispute with management which had recently been satisfactorily resolved following ITF intervention and with the seafarers' organizations regarding the GranColombiana dispute. The latter discussions were concerned with finding ways and means, whereby the ITF and its affiliates can afford more effective assistance to the Colombian seafarers in resolving this long-standing dispute which originally arose as long ago as 1961. These questions were also brought up in interviews which the General Secretary had with the Minister of Labour and the Minister of Development.

In **Venezuela**, the General Secretary and Bro. Otero met with leaders and rank and file of the Dockworkers' and Transport Workers' Federations. Among other things discussed were the present trade union situation in Venezuela, the development of a public transport system in Caracas and a proposed organization campaign to strengthen the Transport Workers' Federation. The General Secretary was impressed with the high standard of organization which has been attained by both Venezuelan affiliates, by the high calibre of the leadership, the good relationship between rank and file and union leadership and the considerable achievements that have been made on behalf of membership. During the visit, the General Secretary and the Regional Director addressed a large meeting of transport workers. The new mass public

transport system being planned for Caracas is the object of collaboration between the union and the Government, although the union is, of course, looking after its members' interests. In this connection, the General Secretary was able to offer a number of constructive practical suggestions. The General Secretary also met the General Secretary of the national centre, CTV, and attended the official installation of the recently elected CTV National Executive.

In **Curacao**, the General Secretary was primarily concerned with a number of specific problems affecting road transport workers, with attempts to promote greater unity and cooperation between the trade unions working on the island, and with the influence in Curacao of the Dutch Catholic trade union movement and the Catholic Federation of Latin American Trade Unions (CLASC).

The specific question affecting our road transport workers' union arose from the unfair competition which passenger transport undertakings and taxi firms are experiencing from private car owners who are able to carry other passengers without coming under government regulations. These matters were later raised by the General Secretary in an interview with the Minister of Labour. The dockers' union, on the other hand, was alarmed at the creation of parallel unions in the port industry by catholic interests working through CLASC and the Dutch Catholic centre, NKV.

During his visit to **Mexico**, the General Secretary had talks with leaders of the Mexican national centre, CMT, the ITF civil aviation, dockers' and road transport workers' affiliates, and also with the Mexican Railwaymen's Union. As a result of these talks it was possible to restore cordial relations with the road transport and dockers' unions, and the Railwaymen's Union expressed considerable interest in seeking affiliation with the ITF.



## VI

### SECTIONAL ACTIVITIES

#### RAILWAYMEN'S SECTION

67.

##### SECTION COMMITTEE

At the Section Conference, which was held on 28 and 30 July 1962 in conjunction with the ITF Congress in Helsinki, the Section Chairman, Richard Freund, Austria, retired on account of age as Section Chairman and Member of the Section Committee. The Conference expressed its gratitude for the many years of work he had given to the Section with prolonged applause. Robert Degris, French Railwaymen's Federation (FO), was elected Section Chairman. In addition, the Conference elected for the first time a Vice-Chairman in the person of Sidney Greene, General Secretary of the British National Union of Railwaymen. It was further decided that the Section Committee should be composed of Titular Members and Deputy Members, it being left to the individual countries or groups of countries to make nominations for the election of Deputy Members immediately or to decide, as the occasion arose, which persons should attend particular meetings of the Section Committee. The Conference then proceeded to elect the following Section Committee:

##### A. EUROPE

<i>Country</i>	<i>Titular Member</i>	<i>Deputy Member</i>
Austria	E. Ulbrich	—
Benelux	A. Tonneaux (Belgium)	G. J. H. Alink (Netherlands)
Scandinavia	M. Trana (Norway)	G. Kolare (Sweden)
Great Britain	S. Greene (NUR) <i>Vice-Chairman</i>	W. J. P. Webber (TSSA)
Switzerland	E. Haudenschild	—
Germany	F. Berger	F. Eichinger
France	R. Degris (FO) <i>Chairman</i>	W. Mathies (OeTV) F. Laurent (FO)
Italy	B. Costantini	G. Thevenet (Cadres) E. Zanetti

##### B. NORTH AMERICA

USA and Canada D. S. Beattie (RLEA)

##### C. LATIN AMERICA

Argentina, Chile, Uruguay	H. Alonso (Argentina)	R. Martinez (Uruguay)
Bolivia, Peru	J. S. Obando (Bolivia)	W. Chanca (Peru)
Colombia, Ecuador, Venezuela	A. Hernandez (Colombia)	A. Salinas (Venezuela)
Mexico, Central America	(Mexico)	E. Abarca (Costa Rica)

##### D. ASIA

Japan	K. Suzuki	—
India	P. R. Gupta	M. S. Hoda
Indonesia	R. A. Santoso	—
Korea	Sang Kyu Oh	—

##### E. AFRICA

Kenya	J. Akumu	—
Rhodesia, Bechuanaland	M. A. Ndabambi	—
Tanganyika	S. J. Katungutu	—
Tunisia	M. A. Hellal	—

By the end of 1964 the composition of the Section Committee had undergone a number of changes: Brothers Trana (Norway), Webber (TSSA, Great Britain), Hellal (Tunisia) and Ndabambi (Rhodesia) retired from the Committee and Brother S. J. Katungutu (Tanganyika) was imprisoned following the political upheaval in his country. Brother G. Kolare, (Sweden), the previous Deputy Member became Titular Member for Scandinavia in place of Brother Trana and Bro. P. Madsen (Denmark), was appointed as the new Deputy Member. However, Brother Madsen retired from office in his union at the end of 1964 and thus left the Section Committee. Bro. Webber was replaced on the Section Committee by J. G. Bothwell who had succeeded him as General Secretary of the TSSA. Bros. Ndabambi and Hellal have not been replaced. We would like to take this opportunity of thanking those members who have left the Section Committee for their cooperation over the past years.

In the period covered by this report, the Committee has met five times: May 1962, in London; March 1963, in Brussels; November 1963, in London; May 1964 in Stockholm; and November 1964 in London. Invitations to the two meetings held in London in 1963 and 1964 were also sent to Members from railwaymen's unions on the ITF Executive Board which had met in London prior to these two meetings of the Section Committee.

68.

#### MEETINGS

##### **Helsinki, July 1962, Section Conference**

The Conference which was held in conjunction with the ITF Congress was attended by 128 delegates from 30 countries. A Guest of Honour at the Conference was Bro. Robert Bratschi (Switzerland), President of the ITF from 1950-53. In dealing with the Report on Activities, the Conference gave special attention to strikes in Spain, the situation of the Greek railwaymen, a proposal to investigate the consequences of rationalization and modernization of railways, the encouragement and support of international meetings of young railwaymen, methods for providing an improved flow of information to unions in countries which are members of the European Free Trade Association on activities within the European Economic Community in relation to social harmonization in transport and to the proceeding investigation into railwaymen's trade union rights.

The main business of the Conference was the discussion and adoption of the ITF Social Charter on the Rationalization and Modernization of Railways. The draft of this Charter which had been submitted by the Section Committee was unanimously approved. The Social Charter sets out a uniform policy statement together with the demands of affiliated railwaymen's organizations in relation to the various aspects of rationalization and modernization. The Charter is to remain as the statement of policy of the ITF-affiliated unions until such time as it is possible to work out with employers' and government representatives within the International Labour Organization a progressive international instrument dealing with the social and occupational consequences of the use of new methods and techniques on railways. In this Charter, the unions undertake to fight for the implementation of the Charter and to

afford one another every possible assistance. The Social Charter was subsequently adopted by Congress. The text is contained in the Report on the Proceedings of the 27th Congress, Helsinki, 1962.

69.

### **Geneva, October 1962, European Conference on the Introduction of Automatic Couplings**

This Conference was held in conjunction with an Information Meeting which had been organized by the Inland Transport Committee of the United Nations Economic Commission for Europe (ECE) so as to allow discussion between organizations of railway employers and employees on the subject of automatic couplings. The preliminary meeting of ITF affiliates which was held on 29 October, 1962, was attended by 17 delegates from 10 unions in 9 countries. A representative of the International Union of Railways (UIC) addressed the meeting on the technical and economic aspects of automatic couplings. The technical problems which had to be solved entailed the development of a system of coupling which would automatically couple and uncouple rolling stock and at the same time connect the electric cables and air pipes. In addition, the system would have to be compatible with that used in the Soviet Union. It was intended to introduce such a coupling system in three stages. An initial transitional period during which an automatic traction coupling would be fitted between the buffers and which would allow coupling with rolling stock which was as yet only equipped with the traditional screw coupling. During this period, the modern units of the existing rolling stock would be equipped with this traction coupling. All rolling stock to be built from 1964 onwards should be so constructed as to allow the full automatic buffing and draw type coupling to be fitted at a later date. The second stage would see the disappearance of the traditional screw coupling and an exclusive use of automatic traction couplings. In the final stage, the traction coupling would be replaced by the full buffing and draw type coupling which would involve the disappearance of buffers. To reach this goal it was estimated that a period of 20 to 30 years would have to be allowed. The representative of the UIC gave an account of the considerable technical difficulties which have to be overcome in evolving a coupling type which will match up to the variety of requirements to be made on it as well as of the operational and financial problems which arise. He emphasized the intention of the UIC to maintain close contact with the trade union organizations in seeking a solution to these problems.

After an extensive discussion the meeting reached agreement on a statement which was delivered the following day at the Information Meeting by the Section Chairman. The Information Meeting took place in the Palais des Nations with the Director of the ECE Transport Division, Mr. Le Vert, in the Chair. The UIC was represented by its General Secretary, L. Armand and certain other officials, and the Organization for the Cooperation of Railways (OSZhD), the organization representing the railways of the Soviet Union and the East European countries, by its Russian Vice-Chairman. The confessional unions had sent one representative, whilst the ITF had 7 representatives.

Following the interesting address of the UIC and OSZhD representatives, Brother Degris put forward the views of the ITF unions as

summarized in the statement which had been adopted the previous day. Brother Degrís expressed the wish that this exchange of views would lead to closer cooperation at national and international level between the railway administrations and trade union organizations, at the same time indicating that the ITF would be submitting a special Memorandum containing a statement of its views on the problems arising from the introduction of automatic couplings. This Memorandum was discussed by the Section Committee at its meeting in March 1963 and was later submitted to the ECE and the UIC. The main points are reproduced in the resolution on this subject adopted by the Section Conference held in Stockholm in May 1964 (82). Following the Information Meeting films were exhibited dealing with tests being carried out with automatic couplings.

70.

#### **London, November 1963, Enlarged Meeting of the Section Committee**

This meeting followed immediately after the meeting of the ITF Executive Board and thus afforded a number of leaders from railwaymen's trade unions in countries overseas an opportunity of attending. The main business of this meeting was a detailed discussion of a subject of world-wide importance and topicality: the situation of railways in many countries throughout the world in conjunction with modernization and rationalization measures and, in this connection, the influence of the transport and economic policies pursued by governments on the working conditions and security of employment of railwaymen. The discussion arose on a proposal made by the Belgian railwaymen's organization which had invited the Section Committee at its meeting held in Brussels in March 1963 to consider the possibility of organizing an international action which would draw the attention of the public to the particular problems of railwaymen in connection with the developments referred to above. The spokesmen of all the unions represented took part in the discussion. It was agreed that a suitable form of demonstration could serve a useful purpose, although developments in certain European countries had, thanks to the strength of the trade unions and the progressive attitude of the governments, not led to any negative social consequences for railway employees. The Secretariat was instructed to report back to the Section Conference on the proposal and the discussion which had taken place in order to afford the Conference an opportunity of expressing its views on this matter. (73, 85, 88)

The Section Committee also dealt with questions concerning the International Labour Organization, the Agenda of the forthcoming Railwaymen's Section Conference and the Weights and Dimensions of Lorries. At the end of the meeting, Bro. Katungutu from Tanganyika (now Tanzania) described the trade union situation in his country. Shortly after his return, Bro. Katungutu was arrested. (26, 84)

71.

#### **Stockholm, May 1964, Railwaymen's Section Conference**

This Conference, which was held in the splendid new Swedish TUC building in Stockholm and had been brilliantly prepared by the Swedish Railwaymen's Union, was attended by a record number of participants:

95 delegates from 28 unions in 20 countries. The Conference was also attended by a number of Guests of Honour from Sweden including the Minister of Transport and Communications, Mr. G. Skoglund, the Director of the Swedish State Railways, Mr. E. Upmark, and the President and Vice-President of the Swedish Federation of Labour (LO), Brothers A. Geijer and H. Blomgren. The International Labour Office in Geneva was represented by Mr. A. A. Evans.

Mr. Skoglund included in his address an interesting account of the legislation recently enacted by the Swedish Diet establishing a new transport policy. During the Conference Mr. Upmark gave an address on the future of the Swedish Railways and Bro. A. Geijer conveyed the greetings of the Swedish labour movement and also, in his capacity as President of the ICFTU, those of the international labour movement. Of particular interest for the Conference was the address by the President of the Swedish Railwaymen's Union, Brother G. Kolare, on the views held by his organization in connection with the new transport policy and on the legislation which was envisaged to extend the negotiating rights of Swedish state employees, among whom are to be counted a large number of railwaymen.

The Agenda which had been prepared by the Section Committee was as follows:

1. Opening and Welcoming Addresses.
2. Election of Conference Vice-Chairmen.  
Adoption of the Agenda.  
Adoption of the Report on the Railwaymen's Section Conference held in Paris in 1961.  
Election of a Resolutions Committee.
3. Report of the Section Secretary.
  - (a) Contacts with official international organizations.
  - (b) Activities of the ITF within the European Economic Community.
  - (c) International Railwaymen's Demonstration.
  - (d) Further points.
4. Insurance and other Social Schemes operated by or in conjunction with Railwaymen's Trade Unions.
5. Railwaymen's Trade Union Rights.
6. Methods of Accident Prevention on Railways.
7. Proposals of affiliated unions.
8. Resolutions.
9. Miscellaneous.

Bros. G. Kolare and E. Svensson, President and Vice-President of the Swedish Railwaymen's Union, were elected Vice-Chairmen of the Conference and Bros. Eichinger (Germany), Ulbrich (Austria), de Jong (Netherlands), Haudenschild (Switzerland), Leurs (Luxembourg) and the Section Secretary were elected members of the Resolutions Committee, Brother Leurs being appointed rapporteur.

Reports on the proceedings and decisions taken by the Conference were published in the ITF Press Report and were further dealt with in a circular sent out to railwaymen's affiliates. Below we give a sum-

marised account of the Conference and reproduce the texts of the resolutions adopted.

72.

The Section of the *Report of the Section Secretary* devoted to relations with official international organizations dealt with the following questions: our approaches to the International Labour Office and the ILO Governing Body with regard to the convening and agenda of the next session of the ILO Inland Transport Committee; representations made to the bodies of the European Conference of Ministers of Transport (ECMT), particularly in connection with the financial situation of railways, the coordination of transport, investments in transport, road transport problems and aspects of trade union representation at the ECMT; our relations with the bodies of the United Nations Economic Commission for Europe (ECE) Inland Transport Committee, particularly in relation to the introduction of automatic couplings on European Railways and various matters affecting road transport. (69, 195-201)

Further sections of the Report dealt with transport problems within the European Economic Community (EEC) and the activities of the Committee of the ITF Unions in the European Economic Community. (193)

73.

A further section of the Report of the Section Secretary dealt with the organization of an *International Railwaymen's Demonstration*. This presented a summary of previous discussions on this question within the Section Committee and made a number of suggestions for further procedure. After certain misunderstandings, which had arisen in the course of the interesting discussion on this subject, had been cleared away, the following procedure was agreed: the ITF Executive Board was to be informed of the consideration being given to this matter within the Section; the Section Committee was to be instructed to consider at its next meeting proposals to be made by the Secretariat in relation to the practical possibilities of organizing the demonstration and the necessary preparations; subsequently, affiliates were to be asked to give their views and to be invited to cooperate in these preparations. The Section Committee was to report back on the results of these activities to the following Section Conference for further consideration and decision. (70, 85, 88)

74.

A list of further points contained in the Report of the Section Secretary referred, *inter alia* to the following questions: The Report prepared by the Secretariat on the manning of traction units and trains in European countries (this report was later translated and sent out to affiliates);

The trade union seminars organized by the Organization for Economic Cooperation and Development (OECD) in conjunction with the trade unions of Greece and Turkey, in which the ITF had taken part (the Conference gave a warm welcome to a delegation from the Turkish Railwaymen's Federation, which was being represented for the first time at an ITF Conference) (204);

The construction of a rail tunnel under the English Channel (a resolution was adopted on this subject);

Unrest among Spanish railwaymen (a further resolution was adopted on this subject);

A further resolution was adopted by the Conference in association with the statement adopted by the Section Committee on the situation of Italian affiliated organizations. The Conference identified itself clearly with the policy pursued by these democratic unions in their struggle to increase the purchasing power of Italian workers.

During the discussion on the Report of the Section Secretary, the General Secretary, Bro. P. de Vries, referred to the recent arrests of trade union leaders in Tanganyika and the placing of the trade unions in this country under government control. The Conference adopted a statement for the attention of the ITF Executive Board.

75.

*The Report on insurance and other social schemes operated by or in conjunction with railwaymen's trade unions* was introduced by Bro. F. Eichinger, Vice-President of the German Railwaymen's Union (GdED). The Report gave information on these insurance and other social schemes which had been provided by eleven unions in 9 countries in Europe. The information was based on replies to a questionnaire which had been approved by the Section Committee in May 1962. The Report was compiled in order to meet a number of enquiries, particularly from developing countries, where unions are interested in instituting such schemes in order to supplement the inadequate schemes operated by the railways or the state. It was agreed that the Report constituted a satisfactory initial survey. In adopting the Report, the Conference requested the Secretariat to supplement it with further information and to send out a second questionnaire to affiliates requesting them to give information on schemes maintained by the railways but administered solely by the unions or jointly by the unions and railway administrations. It was left to the Secretariat to choose a suitable time for carrying out these further enquiries.

76.

An Interim Progress Report on the enquiry into *Railwaymen's Trade Union Rights* was introduced by the Section Secretary, and Bro. E. Ulbrich, Central Secretary of the Austrian Railwaymen's Union, gave a survey of the replies received from 17 affiliates. In the last Report on Activities we explained the reasons which had led the Section Committee in 1961 to instruct the Secretariat to draft this report. This question is dealt with in more detail below. (87) The Conference took note of the Interim Progress Report.

77.

The Report on *methods of accident prevention on railways* was introduced by Bro. G. J. H. Alink, President of the Netherlands' Transport Union (NBV). This Report was based on replies received from 16 affiliates in 12 countries in Europe and Canada to a questionnaire which had been approved by the Section Committee in 1962. This survey was

the result of the instructions given to the Secretariat by the Section Conference held in Paris in 1961. This matter was dealt with in the last Report on Activities. The purpose of this Report was to enable the Section to compare the methods employed in individual countries to prevent accidents on the railways. It was felt that such a comparison would enable unions, if necessary, to improve methods currently employed in their countries and provide ways and means of bringing the trade unions at national and international level into closer contact with all aspects of accident prevention. After considering this Report, which was supplemented by a small exhibition of printed matter put out by various railway administrations and the UIC on the subject of accident prevention, the Conference adopted the resolution, the text of which is given below.

At the end of the Conference two films dealing with tests on automatic couplings were exhibited. These had been placed at our disposal by the German Federal Railways and the French National Railways.

The Conference adopted the following resolutions: —

78.

#### *Railwaymen in Franco Spain*

The International Railwaymen's Conference of the ITF meeting in Stockholm from 27 to 30 May, 1964

HAVING NOTED petitions addressed by Spanish railwaymen to the administration of the Spanish State Railways (RENFE) concerning an immediate improvement in the conditions under which large numbers of railwaymen in that country exist;

SUPPORTS all attempts of the international free trade union movements and of the affiliated Spanish trade unions in exile aiming at all alleviation of the lot of the hard-pressed Spanish workers and

INVITES THE INTERNATIONAL LABOUR ORGANIZATION, INTERGOVERNMENTAL ORGANIZATIONS AND INTERNATIONAL ORGANIZATIONS OF RAILWAYS CONCERNED to bring the Spanish Government and the administration of RENFE to realize that the social policy of the Spanish State Railways must be re-examined and that their employees must finally be afforded conditions worthy of human beings.

79.

#### *Methods of Accident Prevention on Railways*

This International Railwaymen's Conference of the ITF meeting in Stockholm from 27 to 30 May 1964

NOTES that whilst the continuing modernization and rationalization of the railways has led to a considerable reduction in the number of those employed, it has most definitely not produced any comparable reduction in the number of industrial accidents;

that the introduction of new methods and techniques has, on the contrary, increased the risk of accidents in cases where too little attention is paid to questions of accident prevention during the period of transition; that in some countries, particularly in Europe, foreign workers are employed on the railways and that these employees, who often have an imperfect understanding of the language of the country concerned, are only inadequately instructed on the risk of accident and are thus far more frequently victims of accidents than the permanent labour force;

WELCOMES efforts made over recent years by the International Union of Railways (UIC), by the International Union of Railways Medical Services and by the International Railway Congress Association to examine questions concerning the prevention of industrial accidents, to arrive at



an international standardization of accident statistics and to conduct accident prevention weeks at international level;

CONSIDERS that humane and economic considerations lead to the conclusion that the prevention of industrial accidents represents one of the most important obligations of the undertakings and that everything must be done, making use in this sphere too of the most modern methods and possibilities to draw the attention of staff to this problem and secure their active cooperation in the prevention of industrial accidents; that the railwaymen's trade unions can, through their close contacts with the personnel concerned, make a stronger contribution to the prevention of accidents, provided that they are consulted by the railway administrations on such matters;

REGRETS HOWEVER that a survey of methods of accident prevention employed on railways shows that in most countries there are no such direct contacts between the administration and the trade union in question relating to the prevention of accidents and that, at the best, works committees are consulted;

that only a limited number of countries are taking part in the efforts of the international organizations of railway undertakings mentioned above and that so far these organizations have made no approach to the international trade secretariat representing the railwaymen, viz. the ITF.

THIS CONFERENCE INVITES AFFILIATED ORGANIZATIONS, where necessary, to make renewed efforts at national level to bring about the direct participation of unions in the consideration of important questions involving accident prevention and, at the same time, to put forward a demand that the international organizations of railways establish direct contact with the ITF in connection with the question of accident prevention.

80.

### *Road Transport Problems*

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May, 1964,

WELCOMES the decisions taken by the Road Transport Workers' Section in October 1963 on the Weights and Dimensions of Lorries engaged in International Road Transport, on Restrictions on the Use of Lorries at Weekends, on the Further Voluntary Training of Professional Drivers and on Working Conditions and Social Security;

SUPPORTS all efforts towards the realization and implementation of these views of the transport workers' trade unions; and

URGES AFFILIATED ORGANIZATIONS to campaign energetically for an improvement in the social conditions and standards of safety applying within road transport along the lines laid down in these decisions of the ITF Railwaymen's and Road Transport Workers' Sections.

81.

### *Construction of a Railway Tunnel under the English Channel*

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May, 1964,

WELCOMES the statements made by the Governments of France and the United Kingdom in the Spring of 1964 giving approval in principle to the construction of a permanent traffic link between the two countries and giving preference to a railway tunnel to be constructed under the English Channel;

REAFFIRMS the Resolution adopted by the International Railwaymen's Conference of the ITF held in Paris in 1961 which, *inter alia*, expressed the view that it is necessary to prevent private enterprise from becoming the dominant element in an undertaking involving such important public and international interests; and that the British and French railway systems should jointly operate this rail tunnel under a leasing agreement 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;

THE CONFERENCE EXPRESSES THE HOPE that this important project will be pursued energetically and without delay and that in the solution of all problems arising in this context, particularly those concerned with the financing of the project, a truly European spirit of co-operation will manifest itself.

82.

### *Automatic Couplings*

This International Railwaymen's Conference of the ITF, meeting in Stockholm from 27 to 30 May, 1964,

HAVING NOTED a progress report on preparatory work for the introduction on European railways of a system of automatic couplings designed in accordance with the most recent technical possibilities and following the exhibition of films placed at the Conference's disposal by the French State Railway and the German Federal Railways illustrating the present stage reached with tests;

CONFIRMS the views expressed in a resolution adopted by the International Railwaymen's Conference of the ITF held in Paris in 1961; and

REAFFIRMS THE VIEW that this modernization measure will bring about a considerable reduction in the number of accidents involving railwaymen at work and that for this reason and also for economic considerations automatic couplings must be introduced with all possible speed;

REQUESTS the international organizations of railways of both West and East Europe (the UIC and the OSZhD) to redouble their efforts to arrive at a common technical solution and to dispense, in the interests of realizing this aim with all possible speed, with the time-consuming compilation of further reports on the possible economic effects of this modernization measure and, instead, to devote themselves to the real problems which will arise, particularly during the initial transition period, when rolling stock equipped with the traditional coupling will inevitably have to be utilized alongside rolling stock equipped with the new coupling, thus giving rise to considerable new risk of accidents;

NOTES that investigations carried out so far clearly demonstrate that as a result of the introduction of automatic couplings considerable economic benefits will accrue to the railways after even a relatively short period. This places upon them an obligation to give generous consideration to the following demands of the affiliated organizations of the ITF.

#### THE CONFERENCE DEMANDS

- (a) No employee shall be dismissed or retired with curtailed pension rights;
- (b) No employee who has to be transferred to other duties shall suffer any material or other loss;
- (c) Shunting staff must be properly prepared for the special requirements made of them during the transitional period when there is a joint use of both screw and automatic couplings;
- (d) The increased accident risk during the transitional period where there is a joint use of both screw and automatic couplings must be met by a corresponding improvement in accident insurance provisions;
- (e) The personnel shall receive a fair share of the benefits accruing to the railways from the introduction of automatic couplings as a result of increased operational efficiency and savings. This should be effected in the form of improved working conditions and, particularly, in the form of a reduction of working hours;
- (f) As a measure to off-set the closing-down of railway workshops or the reduction in the volume of work performed by such workshops resulting from general rationalization measures, as much as possible of the work involving the construction of the new coupling and of all other work arising from the introduction of automatic couplings should be entrusted to the railway workshops;

AND CALLS UPON AFFILIATED UNIONS to put forward these demands without delay and to keep the ITF informed of all future developments in conjunction with the introduction of automatic couplings.

83.

*Italian Railwaymen's Trade Unions*

This International Railwaymen's Conference of the ITF meeting in Stockholm from 27 to 30 May, 1964,

HAVING LEARNT OF the trade union situation in Italy;

WHOLEHEARTEDLY ENDORSES the action of the democratic railwaymen's organizations affiliated to the CISL (SAUFI) and UIL (SIUF) to safeguard the purchasing power of the Italian workers;

PLEDGES its wholehearted solidarity with these unions; and

HOPES that the solutions arrived at by the Italian trade unions will entail the complete success of the responsible aims which they have set themselves.

84.

*Request to the Executive Board of the ITF concerning the Tanganyika Trade Union Situation*

The Conference of the ITF Railwaymen's Section, meeting in Stockholm from 27 to 30 May 1964,

Having learned with great concern of recent events in the Republic of Tanganyika, where many leading officials of trade unions, including Brother Katungutu, former President of the ITF-affiliated Railway African Union and member of the ITF Railwaymen's Section Committee, have been summarily arrested and held in jail for several months on unspecified charges connected with the military revolts in East Africa earlier this year;

Having learned further of the Tanganyika Government's decision to centralize the whole trade union movement and to bring it under its own control, as well as to prohibit any international affiliation by the organizations which it is creating;

REQUESTS THE EXECUTIVE BOARD OF THE ITF to approach once again the Government of Tanganyika, condemning these arbitrary actions and urging the release of the imprisoned trade union leaders forthwith.

**London, November 1964, Enlarged Meeting of the Section Committee**

Once again this meeting of the Section Committee took place immediately after a meeting of the ITF Executive Board, thus allowing members of the Executive Board from overseas countries an opportunity of attending the meeting of the Section Committee.

85.

The discussion was mainly concerned with the *organization of an international manifestation by railwaymen's unions*. After thorough discussion it was reaffirmed that railwaymen's unions in the different countries were very largely confronted by the same problems. The transport policies pursued by governments had not yet brought about any true coordination of the means of transport. The railways were on the one hand still regarded as instruments of economic, social and defence policy, as they had been for decades. On the other hand, there was a desire to operate the railways according to commercial principles and they were supposed to be able to compete successfully with other means of transport, in spite of grievous distortion of the basis for competition. Since the railways are compensated either inadequately or not all by governments for the part they play in furthering economic policy they find themselves in financial difficulties. These financial difficulties hinder or

delay modernization and adjustment to modern technological advances. As a result, their competitive position is further impaired and their financial disequilibrium accentuated. Rationalization measures are then forced through, services are abandoned, lines closed and staff reductions instituted. The efforts of railwaymen's unions in the sphere of wages and working conditions meet with increasing resistance from the railway administrations and industrial disputes are on the increase.

Although this summary applies to the circumstances in most countries, the consequences for railwaymen and their unions are not the same in all countries. In certain countries, particularly in Scandinavia, unions are in a position to protect staff from the negative consequences of rationalization and modernization. Reductions in staff are carried out through normal wastage and a reduction in recruitment. No railwayman is dismissed as a result of rationalization measures or has to bear losses of any kind himself. In other European countries where strong unions look after the interests of the staff such successes are achieved without large-scale disputes. Whilst developments on the railways run parallel in many countries, the negative consequences differ greatly from case to case. The Committee had to take account of these differences in discussing this question. Agreement was reached in principle on organizing an International Railwaymen's Day. A small Working Party was instructed to draw up proposals for organizing such a manifestation. The Working Party is composed of Bros. Greene (NUR—Great Britain), Degris (FO—France), Tonneaux (Belgium) and the Section Secretary. Bro. F. Eichinger (Federal Germany) was also invited to participate. The Committee decided that it would be left to each individual union to decide on the way in which it would itself participate in the envisaged manifestation. (70, 73, 88)

#### 86.

The Section Committee also dealt with the following matters: the appointment of an ILO Committee of Experts on Working Conditions in Urban Transport Services; approaches to the International Labour Office in connection with the next Session and Agenda of the ILO Inland Transport Committee; contact with the bodies of the European Conference of Ministers of Transport and participation at an ECMT symposium on "Theory and Practice in Transport Economics", held from 5 to 9 October, 1964 in Strasbourg; efforts within the bodies of the United Nations Economic Commission for Europe (ECE) with regard to the entry into force of the "European Agreement on the Work of Crews of Vehicles engaged in International Road Transport" and efforts in connection with the introduction of automatic couplings on European railways; activities within the Committee of ITF Unions in the European Economic Community in relation to transport problems in the European Economic Community. (See also 112, 195-201, 69, 193)

Finally, the Section Committee considered possibilities of establishing contacts with the International Union of Railways (UIC). The Committee felt that the close contacts which it was often possible to maintain between trade unions and railway administrations at national level in the consideration of certain questions should be complemented by a similar contact at international level through the ITF and the UIC. It was also felt that matters arising in connection with the prevention of accidents on railways were particularly suitable for the development of

such contacts. This question was to be dealt with further at a later meeting.

#### RAILWAYMEN'S SECTION WORKING PROGRAMME

87.

##### *(a) Railwaymen's Trade Union Rights*

The meeting of the Section Committee held in January 1961 and the Section Conference held in September 1961 decided that an extensive report should be compiled on railwaymen's trade union rights. In May 1962 a questionnaire on this matter was sent out to affiliates in twenty countries after being approved by the Section Committee. The questionnaire was answered by unions in the following 17 countries: Great Britain, France, Federal Germany, Belgium, Netherlands, Sweden, Switzerland, Austria, USA, Canada, Italy, Malaysia, Japan, India, Nigeria, Luxembourg and Argentina. The Secretariat then prepared a summary (in German) of the replies and comments received from the unions. This summary is now being dealt with by a special Editorial Committee set up by the Section Committee and consisting of Bros. F. Eichinger, E. Ulbrich, and E. Haudenschild together with the Section Secretary. The Secretariat is also dealing with the drafting of those sections of the Report which will be concerned with the general problems involved. Although this Report involves a considerable amount of work, it is hoped that it will be possible to produce a preliminary Draft Report towards the end of 1965. The Report will doubtless be of great interest for affiliated unions. It shows how the unions in the countries covered by the study are able to protect the interests of their members and the methods and machinery which they make use of or have at their disposal. The Report also shows how railwaymen's organizations often have to contend with restrictions in traditional trade union rights because the authorities, in view of the social and economic importance of the railways, feel themselves justified in applying such restrictions from case to case or laying them down generally. The Report, however, will be of particular interest in view of the fact that the next Session of the ILO Inland Transport Committee will be dealing with these matters under the agenda item concerned with collective bargaining methods and settlement of industrial disputes on railways. The Editorial Committee met twice in 1964. After the second meeting, certain of the unions which had replied to our questionnaire were requested to provide supplementary comments and information. Once these have been received, the Editorial Committee will continue its work.

88.

##### *(b) Organization of an International Railwaymen's Day (70, 73, 85)*

The Working Party which was set up to draft proposals for the organization of this manifestation was due to meet at the beginning of 1965. It will be submitting proposals to the Section Conference to be held during the forthcoming ITF Congress for consideration and decision.

89.

##### *(c) ITF Social Charter on the Modernization and Rationalization of Railways*

This Social Charter was adopted unanimously by the ITF Congress held

in Helsinki in 1962. Copies of the charter were subsequently sent to all affiliates and the text was also given full publicity. The aim of the Social Charter is to serve as a guide to affiliates in their efforts in connection with rationalization and modernization measures by setting out uniform views and demands. In order to find out how far unions have been able to make use of these guiding principles and how far it has been possible for them to attain the objectives laid down, a questionnaire was sent out to affiliated unions in December 1964 (Circular No. 105/Rw. 8). The results of this enquiry will also be submitted to the Section Conference.

90.

*(d) Pay structure on the Railways*

This matter gives rise to a great number of enquiries to the Secretariat from affiliated organisations. Unfortunately, it is impossible to answer such enquiries because of the absence of a systematic inventory of all the necessary information. For those who are not experts, these matters are complicated enough at national level. However, international comparison is made even more difficult by terminology and the differences in the methods used for classifying the different categories with a consequent overlapping of functions performed by a number of categories when attempting to relate these categories to their counterparts in other countries. At its meeting in November 1964, the Section Committee examined these difficulties. The Secretariat referred during the discussion to a letter sent to the Director General of the ILO in August 1964 proposing *inter alia* that pay structure on railways should be placed on the Agenda of a forthcoming session of the ILO Inland Transport Committee. The Section Committee took the view that, in spite of the evident difficulties, an attempt should be made to compile the necessary data on the factors and components of pay on the railways for an initial international comparison in this field. The relevance and importance of its decision was amply demonstrated a few days later when it was learnt that the Governing Body of the ILO had decided at its meeting in November 1964 to place this matter on the Agenda of the next Session of the Inland Transport Committee which is to take place in the second half of 1966. In the circular which has already been referred to (No. 105/Rw. 8), affiliates were requested to give their views on this matter and, if possible, to participate in the drafting of an initial basis for the survey.

91.

*(e) Working hours on Railways*

This matter too occasions considerable difficulty in providing affiliates with information. Daily working hours or working hours over any definite period are made up, in enterprises which work round the clock as the railways do, of a number of factors from which it is difficult, particularly in the case of train staff to gain an overall view. At its meeting in November 1964, the Section Committee envisaged action at some future date which would make it possible to carry out an international comparison of the variety of factors relevant to working hours. Since a similar enquiry is at present in progress within the European Economic Community in connection with the harmonization of social

conditions in transport and since the Section Working Programme is already heavy for the immediate future, it is intended to wait a while before carrying this decision out. The circular mentioned above (No. 105/Rw. 8 of 21 December 1964) provided affiliates with detailed information on the Section Working Programme.

92.

#### SCANDINAVIAN FEDERATION OF RAILWAY EXECUTIVES

In addition to the railwaymen's organizations which are affiliated to the ITF, there are in Sweden, Denmark and Finland special associations of railway executive staff. In Norway, the corresponding organization merged with the Railwaymen's Union as long ago as 1936, although this group within the Norwegian Union still maintains close contact with the railway executive staff associations in the other three Scandinavian countries. After consultation with our affiliated unions in these countries, who themselves maintain good relations with these associations, and acting with the approval of Executive Board of the ITF, the Section Secretary has been attempting to establish contacts with these three railway executive staff associations who are grouped together within the Scandinavian Federation of Railway Executive Staff. In doing so the aim was to establish whether there is any possibility of affiliation to the ITF.

The first contacts were made on the occasion of the Congress of the Norwegian Railwaymen's Union held in Oslo in November 1962. On the day before the opening of the Congress, representatives of the Swedish, Danish and Finnish associations of railway executive staff had held a meeting with the group of Norwegian railway executives within the Norwegian Railwaymen's Union. That evening a dinner was given which was attended by the Section Secretary and there was an exchange of views on the possibility of establishing closer contacts with a view to subsequent affiliation to the ITF. It was agreed to continue this exchange of views at a later date. On 19 and 20 April 1964 a discussion took place at which the ITF was represented by the Chairman of the Railwaymen's Section, Brother Degrès, the Section Secretary as well as leading officials of the French Railway Executive Staff Union (Fédération Autonome des Cadres) and the Secretary of the Railway Executive Group of the French Railwaymen's Union (FO). The Scandinavian Federation of Railway Executive Staff was represented by the President of the Federation, R. Lindström, and the General Secretary, Th. Holm, both from Sweden. The discussion of common problems and the activities of the ITF went off to the evident satisfaction of all parties. It was agreed that contacts would be resumed at an appropriate future date.

## ROAD TRANSPORT WORKERS' SECTION

93.

### SECTION COMMITTEE

The Section Committee, elected by the Road Transport Workers' Section Conference held on 28 July 1962 during the ITF Congress in Helsinki, was composed as follows:

<i>Country</i>	<i>E. Borg Member</i>	<i>Substitute</i>
Austria	L. Brosch	A. Peham
Belgium	G. Hendrickx	J. Geldof
Denmark	O. Aarnio	N. Jensen
Finland	P. Felce	U. Rautiainen
France	G. Kugoth	R. Boucard
Germany	F. Cousins	A. Christ
Great Britain	S. Perry	H. Vomberg
Israel	E. Leolini	A. G. Beck
Italy	H. Koppens ( <i>Chairman</i> )	—
Netherlands	H. Bakke	R. C. Caimmi
Norway	H. Pettersson	J. de Later
Sweden	E. Hofer	—
Switzerland		H. Erikson

In the period up to end of 1964 a number of changes had taken place in the composition of the Committee. At the end of February, 1964, on his forty-eighth birthday. Brother E. Hofer (Switzerland) died suddenly of a stroke. Brother E. Borg (Denmark) has retired after many years of service to the trade union movement and has thus given up his place on the Committee. Following the victory of the Labour Party in the 1964 Parliamentary Election, Bro. F. Cousins (Great Britain), was appointed Minister of Technology. We would like to express our appreciation of the services rendered, in some cases over many years, within the Section Committee by these former members. Our deepest sympathy goes to Brother Hofer's family. We hope that Bro. Borg will enjoy a long and pleasant retirement, and we would like to congratulate Bro. Cousins on his political appointment and wish him every success in this most exacting post.

In the period covered by this report, the Committee met three times: in May 1962 and June 1963 in London and in October 1963 in Copenhagen. A meeting planned for the latter part of 1964 was, in the event, postponed until the beginning of 1965.

### MEETINGS

94.

#### **Helsinki, July 1962—Road Transport Workers' Section Conference**

This Conference, which was held during the ITF Congress, took place on 28 July. It was attended by 58 delegates from 21 countries. Mr. P. Seton of the Transport Division of the European Economic Community and Bro. Th. Rasschaert of the Committee of ITF Unions in the European Economic Community in Brussels attended as guests.

The Report on Activities gave rise to a lively discussion, particular attention being given to the following points:



95.

*(a) European Agreement on the Work of Crews of Vehicles engaged in International Transport (AETR). (197)*

The Conference noted that by 30 June 1962, at the end of the period during which it had been open for signature, this Agreement had been signed by eight governments but that the Agreement had still to be ratified by the individual countries. The Conference adopted a resolution on this subject, the text of which was published in the Report on the Proceedings of the Twenty-Seventh Congress of the ITF.

96.

*(b) The Construction of lorries, buses, tractors and taxis from the point of view of the professional driver. (198)*

The Conference noted with approval a memorandum submitted by the ITF Secretariat to the Transport Division of the United Nations Economic Commission for Europe (ECE) in Geneva. The memorandum, dated 1 June 1962, which had been approved beforehand by a meeting of the Section Committee in May 1962, put forward a number of proposals relating to the construction and equipment of vehicles. The Director of the ECE Transport Division was requested to submit these proposals to the competent Working Party of the ECE.

97.

*(c) The Status of Professional Drivers.*

This matter was first thoroughly discussed at the Section Conference held in Vienna in 1961. Acting on the recommendation of the Section Committee, the Helsinki Conference decided to set up a Working Party to deal further with the question and draft concrete proposals for the training of professional drivers. The following were elected to serve on the Working Party: Bros. Koppens (Netherlands), Beck (Great Britain), Brosch (Austria), Pettersson (Sweden), Kugoth (Germany), and the Section Secretary, H. Imhof. The Working Party reported back to the Section Conference in October 1963 in Copenhagen. (105)

98.

The Conference also dealt with further activities concerning workers employed in urban transport services, road transport questions in the European Economic Community and a proposals to investigate working conditions in road transport in Malaya. Finally, the Conference noted the invitation from the Danish Transport Workers Union to hold the following Section Conference in Copenhagen.

99.

**London, June 1963—Meeting of the Section Committee**

This meeting was primarily devoted to making proposals for the Section Conference which was fixed for 15-18 October, 1963. The Committee also decided to meet again on 14 October, the day preceding the Conference. The Section Secretary was instructed to prepare a report on restrictions on the use of lorries at weekends, which had been the subject

of a resolution adopted by the European Conference of Ministers of Transport, and to put forward a proposal for the practical implementation of such restrictions. It was also envisaged that the Conference should be invited to adopt a statement setting out its views on the weights and dimensions of lorries engaged in international transport. Finally, the Committee decided that the report of the Working Party on the training of professional drivers and a report made by the Secretariat on the organization of transport workers employed in commerce and industry should be submitted to the Conference and appointed the necessary rapporteurs.

## 100.

### **Copenhagen, October 1963—Road Transport Workers' Section Conference**

The Conference was held in the elegant trade union building, Folkets Hus, in Copenhagen and had been very well prepared beforehand by the Danish Transport and General Workers' Union. It was attended by 40 delegates from 19 unions in twelve countries. J. Moore, General Secretary of the United Road Transport Union, Manchester, which organization had applied for affiliation to the ITF, attended as an observer. Brother Ernst Borg, Secretary of the Road Transport Section of the host union and for many years a member of the ITF Road Transport Workers' Section Committee, was elected Conference Vice-President.

The following Agenda which had been proposed by the Section Committee was approved:

1. Opening and welcoming addresses.
2. Adoption of the Agenda.  
Election of Conference Officers.  
Election of Resolutions Committee.  
Adoption of the Report of the Section Conference 1961, Vienna.  
Announcements.
3. Report of the Section Secretary:
  - (a) Contacts with official international organizations.
  - (b) Urban transport problems and their repercussions on employees.
  - (c) European Treaty on Social Security of Workers in International Transport.
  - (d) Weights and Dimensions of Lorries in International Transport in Europe.
  - (e) Organization of transport workers in industry and commerce.
  - (f) Further observations.
4. Status and voluntary further training of professional drivers  
*Rapporteur: A. G. Beck, Great Britain.*
5. Limitation of week-end driving in goods transport.  
*Rapporteur: L. Brosch, Austria.*
6. Activities of the Committee of ITF Unions in the European Economic Community.

*Rapporteur:* Th. Rasschaert, Secretary of the Committee of ITF unions in the European Economic Community.

7. Report and proposals of the Resolutions Committee.
8. Proposals of affiliated unions.
9. Miscellaneous.

Full reports on the proceedings and results of the Conference were published in the ITF Press Report and in a circular (98/Rt. 6) of 31 October 1963. We therefore limit ourselves here to a brief review of the subjects considered, followed by the resolutions adopted by the Conference. The Resolutions Committee was composed of Brothers Hendrickx (Belgium), Brosch (Austria), Kugoth (Germany), Hofer (Switzerland) and the Section Secretary.

**101.**

The *Report of the Section Secretary* contained in the introductory section a list of Members and Deputy Members of the ILO Governing Body. The Report stressed the need for constant efforts by unions in those countries which are represented on the ILO Governing Body to maintain contacts with these representatives with a view to securing their support in matters of concern to the ITF. Without such efforts by affiliated organizations, the ITF could not count on satisfactory treatment within the ILO of matters which are of importance for ITF affiliates. Approaches of this kind were particularly necessary in connection with the discussion of urban transport questions and the following session of the ILO Inland Transport Committee. This section of the report also dealt with relations with the European Conference of Ministers of Transport (ECMT) (201) and the United Nations Economic Commission for Europe (ECE) (196-200)

Section (b) of the Report concerned *urban transport questions and their repercussions on employees*. In view of subsequent developments in this question, this matter is referred to elsewhere in this report. (112)

**102.**

The Section Committee had previously decided that a section of the Report should be devoted to the *European Treaty on Social Security of Workers in International Transport* (9 July 1956). This important Treaty, in the drafting of which an ITF delegation had taken part and which had later been complemented by a further agreement dealing with the implementation of the Treaty, is as yet of little value in view of the small number of governments who have ratified it. This state of affairs is regrettable since the purpose of the Treaty is to afford, in case of need, to the employee, who in the course of his work temporarily leaves his own country, the same social insurance benefits which he would be entitled to in his place of domicile without hindrance and under the same conditions. During the discussion of this matter by the Conference, references were made to the equally unsatisfactory situation with regard to the ratification of the AETR. (197) The Conference expressed its views in a resolution dealing with both these international instruments. The text is given below.

The Report also contained an extensive section dealing with the *weights and dimensions of lorries in international transport*. This question has occupied governments and inter-governmental organizations in Europe for many years. The first regulation of this question was laid down in 1949 when the United Nations World Road Conference adopted the Convention on Road and Motor Transport. This laid down the weights and dimensions and the conditions to be fulfilled by the vehicles of a contracting state in order to obtain access to the roads of any other contracting state. One of the most controversial standards was that establishing single-axle loading at 8 tons. Article 23 of the Convention contains, however, certain qualifying provisions. As a result, a number of European countries immediately began attempts to conclude a special supplementary agreement. This latter came into being in 1950 and dealt with the application of Article 23 of the United Nations Convention. This agreement increased the maximum single-axle loading from 8 tons to 10 tons. Belgium, France, Greece, Italy, Luxembourg, Netherlands and Yugoslavia are parties to this agreement.

For other countries the standards laid down in the 1949 Convention were already too high. Austria and Switzerland which have a large amount of transit traffic had difficulties with the breadth of vehicles whilst Federal Germany rejected the maximum weight of vehicles with two axles as well as the overall length and total weight standards. On 1 January 1958 a new law was to have come into force in Federal Germany reducing previous standards, the intention behind the new law being to increase the safety and capacity of existing roads and at the same time reduce the steady and accelerating increase in the costs of maintaining and extending the German road network. It was this measure primarily which gave rise to a resumption of discussion at international level. As a result the European Conference of Ministers of Transport (ECMT) stated that it was ready to undertake efforts with the aim of bringing about a compromise solution, whereupon the Federal German Government declared itself ready to increase the period of transition before implementation of the new law.

Within the ECMT it had originally been intended to await the results of tests being conducted in the United States with the purpose of establishing the effects, including the degree of wear, on different types of road surface brought about by vehicles of various axle-loading standards. When, however, the results of these tests were longer in being published than had been anticipated and the results of similar tests on a smaller scale conducted in Europe were rejected as inconclusive by the IRU and the commercial vehicle manufacturing industry, attempts were made in the ECMT to reach a compromise solution without such data. This aim was achieved in October 1960 at a meeting of the ECMT in the Hague with the adoption, by 13 votes to 3 with one abstention, of a recommendation. The Netherlands and Italy voted against the recommendation because they held its standards to be too restrictive, and Switzerland because they were not restrictive enough. Great Britain abstained. The standards laid down by this recommendation (known as the Hague Agreement) were as follows: Maximum weight per most heavily loaded axle: 10 tons; vehicles with two axles: 16 tons; maximum permissible weight: 32 tons; Length of articulated vehicles: 15 metres; length of combinations of vehicles: 16.5 metres. The Agreement was

due to come into effect on 1 January, 1966. The IRU, supported by Italy and the Netherlands, felt that this compromise was not satisfactory. The first results of this dissatisfaction were to be seen in the agreement concluded between the Benelux countries which came into effect on 1 January 1963. This placed the maximum standards higher than in the ECMT recommendation.

As a result of this agreement between three of the member states of the European Economic Community (EEC), the EEC's Commission (the Community's executive body) felt itself called upon to put forward yet further compromise proposals.

When these were considered in the various bodies of the ECC, the standards contained in the proposals originally put forward by the Commission were further increased. The loading per axle had by this time reached 13 tons, the total length 18 metres and the total weight 40 tons. In the meantime the results of the American tests mentioned above had become known. These were published under the title "AASHO Road Tests", and clearly demonstrated the relationship between axle loading standards and the life expectation of road surfaces. These large-scale tests had been carried out on a specially constructed track over a period of almost 3 years and at a cost of 27 million dollars. The comprehensive reports showed for example that on a busy motor-way (with 1,000 to 2,000 heavy vehicle axle applications per day), the road surface would have a life expectation of 27 years with the eight-ton axle-load standard, 11 years with the ten-ton axle-load standard, and only 3 years with the thirteen-ton axle-load standard. This applied to a concrete surface of 22 cm. thickness. For ordinary highways of conventional construction the figures are even less favourable.

One aspect of this question which should not be overlooked is that the establishment of maximum permitted weights does not in itself afford a guarantee that these standards will not be exceeded. Indeed, the overloading of vehicles is a common occurrence in many countries, as is shown by occasional spot-checks carried out in certain countries. The ITF has on several occasions joined in these discussions. We have thus advocated that there should be no increase in the standards laid down in the 1949 Convention until such time as an agreement laying down working conditions in international road transport had been concluded and effective enforcement machinery instituted providing for the supervision of working hours and particularly of driving hours. A resolution adopted by the ITF Congress in 1960 urged that the social aspects and road safety should have priority over the commercial considerations entertained by road transport firms. In spite of this unequivocal decision, a divergent point of view became apparent among ITF affiliated unions within the Committee of ITF Unions in the European Economic Community where there was an indication of readiness to comply with the proposals of the Commission of the EEC in this matter. Consequently, the Section Committee decided at its meeting in June 1963 that this matter should be thoroughly aired during the forthcoming Section Conference and an attempt be made to re-establish unanimity. As a result of the general readiness to reach a compromise shown on all sides, it was possible to achieve common agreement, as is evident by the resolution set out below. It is to be hoped that governments will be able to agree with our view that the ten-ton axle-loading standard should be retained.

In this connection we are grateful to our American affiliates, particularly the Railway Labor Executives' Association (RLEA), who have at all times kept us thoroughly informed on the findings of the AASHO tests and the discussions which have taken place in the United States on this question.

**104.**

*The organization of transport workers employed in commerce and industry* was the subject of a further Section of the Report. This dealt with the results of an enquiry carried out among affiliated unions in Europe, following a suggestion made by Brother L. Brosch (Austria). The results of the investigation showed that this question involved an extremely delicate instance of trade union jurisdiction. From the point of view of international activities in the sphere of transport, it would undoubtedly be desirable to have all employees engaged in transport operations represented by the same International Trade Secretariat, regardless of whether these workers are employed in transport undertakings proper, in an industrial firm, in the building trade or in commerce. This view is based on the common interests of workers doing the same job. At national level, however, a different state of affairs exists in so far as the prevailing collective agreements cover a wide range of other aspects in addition to the purely vocational factors. The Section Committee had therefore recommended that the matter should not be further pursued. This recommendation was accepted by the Conference.

**105.**

The proceedings of the Conference centered on a Report on *the Status of the Professional Driver in Road Transport*. This question has been occupying the Section for many years. The objective is to improve the standing of the professional driver by attaching certain conditions for entry to the profession in respect of practical and theoretical knowledge, health, aptitude and character. Although this approach is gradually gaining ground with the authorities and general public, progress has lagged considerably behind the growth of road transport and road safety requirements.

The Report which was submitted to the Conference had been drafted by a small Working Party following the detailed discussion which took place at the Road Transport Workers Section Conference in Vienna in 1961 on a Report dealing with the "Professional Recognition of Drivers". The draft had subsequently been thoroughly considered by the Section Committee. The Working Party had taken the view that the problem should be dealt with in three sections. In the first place, it was necessary to take account of the driver already employed in the profession. It was felt that it would be unreasonable to make the continuing exercise of his profession conditional on new requirements. It was necessary to make him aware of the need for further training on a voluntary basis and to establish the prerequisites for this further training. Once this procedure was approved as a first step, it would then be necessary to establish a programme for voluntary training which could serve affiliated organizations as a guide at national level. Finally, it was necessary to take steps with a view to fixing at a later date conditions to be met by those seeking to enter the profession of professional driver. Action under this heading at international level would have to be undertaken in conjunction with

representatives of governments and would have to be placed in the context of legal provisions concerning the issue of driving licences to professional drivers. These views led the Working Party to submit two reports dealing with the first two aspects: voluntary further training, and the establishment of the programme of voluntary further training. Following the introductory explanations of the Rapporteur of the Working Party, Bro. A. G. Beck of the British Transport and General Workers' Union, another comprehensive and detailed discussion ensued which terminated in the unanimous adoption of the resolution which is reproduced below.

106.

The Report on *Restrictions in the Use of Lorries at Week-ends* also dealt with a subject which had occupied the Section on several occasions previously. At the Road Transport Section Conference held in Stockholm in 1959 there was a keen discussion on a Report on Night and Sunday Work in Road Transport. Following this discussion, it was decided to reject a universal prohibition of night driving although the conference advocated "statutory prohibitions on driving where such measures appear to be in the interests of road safety and where they can contribute to more effectively securing minimum rest periods". In 1962 the European Conference of Ministers of Transport (ECMT) took up this question in connection with efforts being undertaken by the ECMT in the sphere of road safety. The Council of Ministers instructed the competent Working Group to examine the problem "with special reference to the progressive application of the five-day week, the co-ordination of restrictive measures taken in individual countries as well as the influence of social factors and road safety aspects". The Report of the Working Group was, however, disappointingly meagre. On the occasion of an audience given to international organizations by the Bureau of the ECMT, the Section Secretary expressed very clearly our disappointment with the limitations of the Report. This statement, however, came too late to prevent the ECMT from adopting, on the following day, a resolution submitted by the Working Group which, for all it amounts to, is scarcely worth the paper it is written on. As a result of these developments the Section Committee examined the question once again thoroughly with a view to finding concrete solutions which would be sufficiently elastic to restrict unnecessary use of lorries at week-ends, which is very often bound up with poor social conditions, without impairing the real interests of road transport and the distribution of goods. The conference felt that a proper solution would be to shape the system of issuing operating licences for heavy lorries correspondingly. It was felt that these licences should, in principle, be valid for operations from Monday to Friday and that those wishing to use lorries on Saturdays or Sundays or on both these days would have to obtain additional licences, which would be issued only on certain conditions, the trade unions being accorded the right to participate in decisions concerning the issue of such licences. The Conference regarded this proposal as a basis for further discussion. The resolution, which was unanimously adopted, with two abstentions, is reproduced below.

107.

The Section Secretary gave a brief introduction to the Report on *the*

*Activities of the Committee of ITF Unions in the European Economic Community*, as Brother Th. Rasschaert, Secretary of the Brussels Committee, who had been designated as rapporteur, had been prevented from taking part in the Conference. In conjunction with this report, European affiliates were requested to inform the ITF what, in their opinion, could be done to promote closer cooperation and an improved supply of information in relation to the activities of unions belonging to individual groups, such as those within the European Economic Community and the Scandinavian Transport Workers' Federation. (This matter is also dealt with in the Section of this report dealing with the Committee of ITF Unions in the European Economic Community. (193)

The Conference adopted the following resolutions: —

108.

*Restrictions on the Use of Lorries at Weekends*

The Conference of the Road Transport Workers' Section of the International Transport Workers' Federation, meeting in Copenhagen from 15 to 18 October 1963,

TAKES NOTE of the Resolution (No. 17) of the Conference of European Ministers of Transport of November 1962 which recommends member-states to consider certain restrictions on goods transport by road on Sundays and Public Holidays;

NOTES that certain individual countries have already introduced this measure, at the same time according certain dispensations under clearly defined conditions;

CONSIDERS that it is not sufficient to limit such restrictions to Sundays and Public Holidays if a serious attempt is to be made in the interest of road safety to bring about an improvement of traffic conditions during the peak periods of excursion and tourist traffic, since there has also been a considerable increase of private excursion and tourist traffic on Saturdays as a result of the increasing application of the five-day working week;

that the following aspects should be taken into account in the solution of this problem:

- (a) Lorry traffic coinciding with heavy private car traffic leads, despite every good intention on the part of the lorry driver, to delays and traffic jams which in their turn give rise to dangerous overtaking manoeuvres and thus impair traffic safety;
- (b) A strict prohibition of all local and long-distance traffic at weekends is inconceivable for economic reasons and could, furthermore, not be justified during those periods during the weekend when traffic is not heavy;
- (c) It is of the utmost importance for traffic safety that professional road transport drivers should observe strictly the working and rest periods laid down in legislation and collective agreements and that they should enjoy every week a continuous period of rest of at least 36 hours' duration; the completely inadequate inspection machinery which the authorities of most countries as yet provide to secure the enforcement of provisions on working hours, rest periods and breaks in road transport and the inadequate penalties for failing to observe these provisions are not calculated to bring about an improvement in the situation;
- (d) Official restrictions on the use of lorries at weekends have thus a double service to render to road safety: they improve traffic conditions and assist a large number of professional drivers in attaining adequate rest periods. These latter are, however, not sufficient if these restrictions are limited to Sundays and Public Holidays. The benefits of reductions



in working hours and of the five-day week must also be enjoyed, as far as possible, by professional drivers.

#### THE CONFERENCE BELIEVES

that these interests and necessities would best be served by

- (a) limiting, as a general principle, licences for heavy goods vehicles to the five working days from Monday to Friday;
- (b) issuing correspondingly extended licences in order to carry out essential transport on Saturdays, Sundays and Public Holidays;
- (c) obliging firms to which these exceptional licences are issued to keep the authorities regularly informed on the working conditions applying to crews of vehicles engaged in weekend transport and the compensation afforded to such workers;
- (d) affording the competent organizations for employers, workers and users an opportunity within the framework of an Advisory Committee of participating in decisions on the issue of licences for weekend transport.

#### THE CONFERENCE REQUESTS AFFILIATED UNIONS AND THE ITF

to make efforts at national and international level to promote in the sense laid down above appropriate solutions for restrictions on goods transport by road on Saturdays, Sundays and Public Holidays.

109.

#### *The Further Voluntary Training of Professional Drivers*

The Conference of the Road Transport Workers' Section of the International Transport Workers' Federation, meeting in Copenhagen from 15 to 18 October 1963,

#### IN VIEW OF

the continuing increase in traffic on the roads and the alarming number of road accidents,

#### CONSIDERS

- that the training of drivers in general and of professional drivers in particular can make an important contribution towards an improvement of road traffic safety;
- that the methods hitherto employed for training professional drivers and the conditions attached to the entry to this profession must in the case of many countries be regarded as having been out-paced by developments and requiring thorough review;
- that the status of the professional driver in road transport now takes far too little account of the responsibility and hazards attaching to this profession and that consequently steps must be taken to assist those employed in it to attain the professional standing to which they are legitimately entitled in view of present and future conditions in road transport;
- that the voluntary further training of professional drivers is a task for the authorities who are responsible for road safety and for the organizations of employers and workers concerned as well as for the insurance companies and other bodies who are anxious to promote road safety;
- that the voluntary further training of professional drivers must be carefully organized in order to ensure maximum participation and to reduce to a minimum costs for participants in such courses; on the other hand, participants must be given an incentive to undergo further training by making appropriate practical arrangements to organize the training, by awarding certificates to those who have successfully completed a course of further training and, particu-

larly, by the payment of appropriate wage increases for the higher professional qualifications attained on completing a stage of further training;

#### REQUESTS AFFILIATED UNIONS

to establish all necessary contacts at national, regional and local level with the authorities and organizations concerned and to urge that mixed committees be set up to implement courses of further training for professional drivers;  
to keep one another fully informed, through the ITF, on steps taken and on developments in order to promote a certain standardization of further training of professional drivers, particularly in view of the importance of international transport;  
and

#### REQUESTS THE ITF AND THE ROAD TRANSPORT WORKERS' SECTION COMMITTEE

to institute investigations to ascertain which further measures are necessary to raise the training of professional drivers up to a high standard and to report back to a forthcoming Conference.

110.

### *Working Conditions and Social Security in International Road Transport*

The Conference of the Road Transport Workers' Section of the International Transport Workers' Federation, meeting in Copenhagen from 15 to 18 October 1963,

NOTES that international passenger and goods transport by road has attained considerable dimensions and will increase even further in the future as a result of the abolition of restrictions expected as a consequence of economic integration;

NOTES FURTHER that successful attempts have been made and are continuing to be made on the part of governments within the framework of international organizations to promote this trend by means of international agreements aiming at the harmonization of different national regulations in order to reduce frontier formalities, to simplify inspection and improve traffic safety;

CONSIDERS that in the course of these efforts by the governments the interests of those employed in international road transport have not been accorded the importance which attaches to them although questions such as working hours, rest periods, and breaks of crews of vehicles are most definitely to be considered among the most important aspects of traffic safety and these workers are moreover entitled, after leaving their own country, to be covered by a valid regulation of their working conditions which can be easily enforced and to enjoy in the case of sickness or accident the protection to which they would be entitled in their own countries;

NOTES that as a result of the efforts made by affiliated organizations at national level and by the ITF at international level two important agreements have been arrived at which cover workers in international road transport in Europe, namely

- (a) the European Convention on the Social Security of Workers engaged in International Transport which was concluded under the auspices of the International Labour Organization and signed by twelve European Governments in July 1956, and
- (b) the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR) which was concluded under the auspices of the United Nations Economic Commission for Europe and subsequently signed by eight governments by June 1962.

## THE CONFERENCE REQUESTS GOVERNMENTS

to make every effort to secure the effective implementation throughout Europe of the Convention on Social Security which has already been ratified by five European countries and to accelerate the procedure of ratification of the AETR and take appropriate measures in connection with this agreement in good time so as to ensure adequate enforcement of its provisions.

111.

### *Weights and Dimensions of Road Transport Vehicles engaged in International Road Transport*

The Conference of the Road Transport Workers' Section of the International Transport Workers' Federation, meeting in Copenhagen from 15 to 18 October 1963,

#### NOTES

- that, as a result of the constant increase in international road transport, the ITF has for years been participating in attempts to secure the conclusion of an agreement on the maximum permissible weights and dimensions of lorries which would be acceptable to all European countries;
- that from the point of view of traffic safety a regulation of working hours and rest periods and, above all, of the actual working time spent at the wheel by the professional driver, together with an effective control of the implementation of such regulation, is at least as important as an agreement on weights and dimensions;
- that in October 1960 the European Conference of Ministers of Transport (ECMT) after long negotiations approved by a large majority a recommendation providing for a long-term European solution of the question of the weights and dimensions of lorries which takes extensive account of the interests of road transport undertakings;
- that the time has now come for the compromise represented by the ECMT recommendation to be implemented, as requested by the Consultative Assembly of the Council of Europe on 8 May 1963, and that governments should turn to the solution of other problems which, in the interests of road safety, of the workers in road transport, of road construction and of road users, must be urgently dealt with, such as:
  - a progressive regulation of the working conditions of crews of vehicles in road transport, coupled with inspection measures and penalties designed to give practical implementation to the working conditions laid down;
  - a regulation of the civil liability of professional drivers in line with the recommendations drawn up by an ILO Committee of Experts in November 1956;
  - an accelerated programme for the extension of the road network which takes account of the increased traffic, of plans for regional development and of the growing volume of transport;
  - regulations on the technical construction and equipment of road vehicles, particularly in regard to the design of drivers' cabs for both strength and driver comfort in order to provide crews of vehicles with proper protection in case of accident as well as healthy working conditions.

#### CONDEMNNS

the constant attempts by transport employers and their organizations, since the ECMT compromise was reached in October

1960, to obstruct its implementation, so as to introduce even higher maximum weights and dimensions, despite the fact that the most recent scientific tests clearly indicate that axle loadings and gross vehicle weights in excess of the limits recommended by the ECMT would have catastrophic effects on the life of roads and despite the fact that these circles are aware that vehicles are often overloaded;

#### REGRETS

that certain European governments and bodies of the European Economic Community are obviously inclined to accommodate the employers in every respect and thus jeopardize the ECMT compromise, instead of now concentrating on the drawing up of the regulations mentioned above, which would improve road safety and be advantageous to both the general public and the workers in road transport;

#### THE CONFERENCE THEREFORE CALLS UPON THE ITF AND ITS EUROPEAN AFFILIATES

to work at both national and international level for the implementation of the ECMT recommendations of October 1960 and to reject any further increase particularly in weights of lorries in international transport.

### 112.

#### URBAN TRANSPORT PROBLEMS AND THEIR REPERCUSSIONS ON EMPLOYEES IN URBAN TRANSPORT SERVICES

The effects of the increasing use of private cars on life in towns and surrounding urban areas constitute one of the most important and urgent problems of our time. In all industrialized countries the authorities and professional organizations of employers and workers are occupied with attempts to solve these problems.

The ITF Road Transport Workers' Section has been constantly and closely concerned with these problems since the end of the Second World War. Workers in public passenger transport undertakings operating in urban areas, employees of taxi services and those engaged in the distribution of goods are particularly affected by the prevailing chaotic traffic conditions. Every Section Conference deals with this series of problems or with individual aspects which are of particular urgency such as the introduction of one-man operation of trams and buses or the employment of women as drivers of vehicles. In addition, in 1948 and 1961 the ITF and the Public Services International (PSI) organized joint conferences on this subject. Finally the International Labour Organization has been dealing with this question at ILO meetings in response to ITF requests that have been made since the thirties. ILO Convention No. 67 which was adopted in 1939 but which, unfortunately, has neither entered into effect nor been revised to bring it into line with subsequent developments, and the ILO Recommendations Nos. 64, 65 and 66 adopted in 1939 are to be ascribed to our efforts. Since then we have been urging that working conditions in urban transport services should be placed on the Agenda of the ILO Inland Transport Committee. Up to 1964 these efforts remained without success, primarily because the employers' representatives on various bodies of the ILO were opposed to dealing with these questions. In March 1964 we finally met with a measure of success. It is true that the subject will not appear on the agenda of the Inland Transport Committee, as we had requested. However, as a compromise, the Governing Body of

the ILO has decided to convene in 1965, from 10 to 19 May, a meeting of a special Committee of Experts to examine working conditions in urban transport services. Furthermore, the next Session of the ILO Inland Transport Committee, which is to take place in 1966, will have an opportunity when dealing with the Report of the Director General of the ILO to express its views on the findings of the Committee of Experts.

The ITF was invited by the International Labour Office to make nominations for the Committee of Experts and to participate in the preparation of the working documents for this meeting. On 7 April, 1964, we circularised affiliated road transport workers' and railwaymen's organizations, which also cater for urban transport personnel, giving them full information on these developments and requesting their co-operation. Our request met with a prompt response. We were thus in a position to submit within the prescribed period a list of 13 nominations for the 15-member Committee. A further nomination from one of our affiliates was submitted via the national centre of the country concerned. By the end of 1964 five of our nominations had been approved by the Governing Body of the ILO.

The comprehensive reports and documents placed at our disposal by certain affiliates enabled us to submit to the ILO in October 1964 a detailed Memorandum on the questions with which the Committee of Experts will be concerned. Our Memorandum referred in the introduction to the general problem of traffic congestion in towns and went on to present an account of the effects on working conditions in the various transport services involved. In compliance with the desire of the ILO, we paid particular attention to the effects to be noted within the public transport undertakings (duty rosters, one-man operation, pay, social insurance schemes), to the difficulties experienced by taxi drivers and workers engaged in the distribution of goods, to problems arising in conjunction with mass transportation effected by railways and underground railways, as well as to particular aspects such as the employment of women as drivers of buses and trams, industrial relations and job security.

In February 1965, the Section Committee was to deal with further action to be undertaken by us in order to assist the meeting of the Committee of Experts towards the successful completion of its business.

### 113.

#### SECTION WORKING PROGRAMME

The following list of items to be included in the Section Working Programme arises from discussions at Section Meetings during the period covered by this report and from our relations with the ILO and other official international organizations:

- Efforts to bring into effect the European Agreement on the Work of Crews of Vehicles engaged in International Road Transport (AETR) and possible supplementary provisions to be introduced after the Agreement has entered into effect (tachographs, manning, etc.);

The voluntary further training of professional drivers (review of developments in the various countries since the adoption of the

- resolution on this subject by the Copenhagen Section Conference);
- The training of professional drivers in connection with the issue of driver's licences for different vehicle categories;
- The training and status of professional drivers engaged in the transport of dangerous goods (also in conjunction with the European Agreement on the International Carriage of Dangerous Goods by Road, ADR);
- Working Conditions in urban transport services;
- Contacts with the International Union of Public Transport (UITP);
- The construction of lorries, driver's cabs, tractors and taxis;
- Civil liability of professional drivers and possibilities of alleviating adverse consequences;
- The cancellation of driving licences of professional drivers;
- Occupational diseases and ailments of professional drivers, their recognition and compensation.
- Fitness and aptitude tests for professional drivers;
- Restrictions in the use of lorries at weekends;
- Weights and dimensions of lorries engaged in international transport;
- Implementation of the Treaty on Social Security in International Transport;
- Road safety questions involving professional drivers;
- Road transport questions being dealt with in the European Economic Community;
- Application of the ITF Agreement on the provision of legal aid to drivers abroad.

At its meeting in February 1965 the Section Committee was to decide on methods of dealing further with these questions. Affiliates are requested to submit proposals regarding amendments or additions to the Section Working Programme.

## INLAND NAVIGATION SECTION

### 114.

#### SECTION COMMITTEE

The following were elected members of the Inland Navigation Section Committee at Helsinki in July 1962: H. Hildebrand (Germany, Chairman), J. Arranz (Argentina), A. Peham (Austria, substitute R. Gryc), H. Diers (Germany), and Feiz Ahmed (Pakistan). It was agreed that further nominations might be submitted in writing.

### 115.

#### SECTION CONFERENCES

A Section Conference was held in Hamburg on 24 and 25 May 1962.

The Chairman was H. Hildebrand. After consideration of a survey of working conditions in inland navigation in various countries, it was decided that the Secretariat should continue to collect and circulate information. A proposal to formulate and adopt a programme of objectives for the Section was referred to the following Section Conference to be held during the Helsinki Congress. The Conference also took cognizance of the positions taken up by the ITF Railwaymen's and Road Transport Workers' Sections on the subject of pipelines and laid down its own position on this question. Following a discussion of the evolution of social conditions in Rhine navigation with reference to the two ILO Agreements covering working conditions and social security and the proposed revision of manning scales on craft engaged in continuous and semi-continuous navigation as well as regional agreements between employers and workers in four Rhine countries (Belgium, France, Germany and The Netherlands) on working hours, navigation time and week-end rest, agreement was reached on a common position to be taken by the unions during forthcoming talks to renew this latter agreement.

The Conference also discussed the social problems of workers engaged in inland navigation on the Danube and, after emphasizing the need to consolidate the trade union organization of Danubian workers in Austria and Germany and to improve their social conditions, the matter was referred to a sub-committee for appropriate action.

#### 116.

The Section Conference held during the Helsinki Congress discussed Danubian navigation, the ILO Agreements on Working Conditions and Social Security on the Rhine, ITF approaches to the Administrative Centre which deals with the ILO Agreement on Social Security and the establishment of manning standards and effective enforcement machinery in connection with the revision of the ILO Agreement on Working Conditions in relation to continuous and semi-continuous navigation (these matters are dealt with below). Discussions on a new draft resolution on pipelines were referred to the Joint Conference of the ITF Inland Transport Workers' Sections and a resolution was adopted on the transport of radioactive materials. Other matters discussed by the Section were conditions in inland navigation in Argentina and Pakistan. The Section also elected a small committee to draft a programme of action for the Section.

#### 117.

##### THE ILO AGREEMENT CONCERNING WORKING CONDITIONS OF RHINE BOATMEN

This Agreement, concluded in Paris in 1950, has been revised twice: in January 1954 and in May 1963. The original Agreement applied only to day navigation. It provided for a minimum nightly rest period of twelve hours during the months November-February and ten hours during the months March-October, to fall between 6 p.m. and 8 a.m. Other main provisions concerned the weekly rest day and annual paid holidays. There was to be, on an average, one rest day for every six days worked and of the weekly rest days not less than twenty-six were to fall on Sunday. Annual holidays with pay were to amount to not less than twelve work days, of which six were to be granted consecutively.

The effect of the first revision in 1954 was to give the option of replacing the nightly rest period by a daily rest period of the same duration of which not less than seven consecutive hours had to fall between 8 p.m. and 6 a.m.

The purpose of the second revision in 1963 was to make the Agreement applicable to navigation beyond the daily limits laid down in the original Agreement, that is, to continuous and semi-continuous navigation.

In the case of semi-continuous navigation (vessels regularly operating from sixteen to twenty hours in twenty-four, between 3 a.m. and 11 p.m.) it was provided that each boatman should be granted twelve hours' rest in twenty-four, of which six consecutive hours should fall between 9 p.m. and 5 a.m., and, further, that the crew should be increased in number so that each member could enjoy the rest periods provided by the Agreement. In the case of continuous navigation (vessels operating for more than twenty hours in twenty-four) it was provided that crew members should be granted either twelve hours' rest in every twenty-four or twenty-four hours' rest in every forty-eight, this rest to comprise at least six consecutive hours in every period of twenty-four. It was agreed, with respect to the weekly rest day, that crews engaged in semi-continuous and continuous navigation should have one day free for every two days worked. Both the employers' and workers' delegates to the second revision conference made their acceptance of the new provisions subject to the adoption under the auspices of the Central Rhine Commission of new regulations concerning the strength and composition of crews of boats engaged in continuous and semi-continuous navigation. Prolonged discussions on this subject subsequently took place and are reported under a separate heading below. It was further understood that a Diplomatic Conference should be held to adopt a new and effective system of control.

#### 118.

##### NEW MANNING SCALES FOR CONTINUOUS AND SEMI-CONTINUOUS NAVIGATION ON THE RHINE

The revision in 1963 of the ILO Agreement concerning Working Conditions of Rhine Boatmen made it necessary to adopt new manning scales for continuous and semi-continuous navigation on the Rhine. Accordingly, a Tri-Partite Conference was held under the auspices of the Central Rhine Commission in Strasbourg on 24 and 25 October 1963. The position to be taken up by the Workers' Group at this Tri-Partite Conference had been previously considered at a meeting held, under the auspices of the ITF, in Stuttgart on 4 and 5 September. The purpose of the Tri-Partite Conference was, firstly, to draw up new manning scales for continuous and semi-continuous navigation and, secondly, to establish an effective reciprocal system of enforcement. It was agreed that these two tasks should be undertaken separately. To facilitate the procedure, it was agreed that the employers' and workers' groups should meet together and endeavour to agree on joint recommendations for the new manning scales after which the matter would be referred back to a further Tri-Partite Conference with a view to the final adoption of new manning scales and consideration of the question of a system of enforcement. Accordingly, employers' and workers' representatives met at a



series of conferences—Ehrenbreitstein, near Coblenz, 27 November 1963, Wiesbaden, 28 and 29 January 1964, Mannheim, 24 March 1964, Duisburg, 2 and 3 June 1964, and Duisburg, 13 November 1964. As a result of these employer-worker discussions, agreement was reached on proposals concerning new manning scales for push boats, motor freighters, motor tugs and barges engaged in continuous and semi-continuous navigation, which proposals were referred as a joint submission of employers and workers to a second Tri-Partite Conference held in Strasbourg on 8 and 9 December 1964. This Conference gave provisional approval to these proposals and to a formula for ensuring enforcement of the proposed new regulations. It was agreed that a further Tri-Partite Conference should be held, with a view to the final adoption of new manning scales and finishing consideration of the enforcement regulations. This Conference was due to take place on 7 April 1965 in Strasbourg, preceded by a final employers/workers meeting on 6 April. Throughout these discussions, the ITF affiliates in the five Rhine countries (Belgium, France, Germany, Holland and Switzerland) have co-operated closely under the auspices of the ITF. Preparatory meetings were arranged in advance of all the conferences where the position to be taken up by the ITF affiliates was considered and formulated. As a result of this joint consultation, the workers' group were able at all times to take a consistent and united attitude. With one of the conditions put by the employers' and workers' delegates for acceptance of the 1963 revision of the ILO Agreement now having been satisfied, it remains to reach agreement on the introduction of an effective enforcement system. This will form a subject of discussion at a Diplomatic Conference of the five Rhine countries to be held at a future date.

119.

#### THE TRIPARTITE COMMITTEE ON THE ILO RHINE WORKING CONDITIONS AGREEMENT AND THE ADMINISTRATIVE CENTRE FOR SOCIAL SECURITY IN RHINE NAVIGATION

In addition to the ILO Agreement on Working Conditions on the Rhine, there is an ILO Agreement concerning Social Security in Rhine navigation which was concluded under the auspices of the ILO in 1950 and came into effect in 1953. The former Agreement is supervised by the Tripartite Committee on the ILO Rhine Working Conditions Agreement which meets annually to receive reports on the application of the Agreement. The administration of the Committee is in the hands of the Central Rhine Commission in Strasbourg, and the ILO is represented at meetings in an observer capacity. In 1962 the ITF applied for and was granted observer status on this body. The Agreement on Social Security is administered by the Administrative Centre for Social Security in Rhine Navigation, a body which functions under the auspices of the Central Rhine Commission. In 1962 the ITF also applied for observer status with this body, the aim being to ensure satisfactory liaison between the workers' members, almost all of whom are from ITF affiliates. At the same time, the ITF put forward a proposal that the Administrative Centre, which functions as an inter-governmental body, should go over to tripartite methods of working, which would mean that members would act and vote as individuals rather than as members of their national delegations. At its meeting in December 1962, the Administra-

tive Centre granted the ITF observer status and an ITF Representative was admitted to the meeting. The proposal concerning the voting procedure was not, however, proceeded with on the grounds that social security administration was essentially a governmental function, so that the existing voting arrangements were considered to be appropriate.

## 120.

### INTERNATIONAL PROGRAMME OF ACTION

The Section Conference held in Hamburg in May 1962 decided that a small Committee should be set up to draft a Section Action Programme. The Committee would have to investigate conditions in inland navigation in different parts of the world and then decide whether the action programme should be on a world-wide or on a regional basis. At the Section Conference held during the Helsinki Congress, it was agreed that the Committee should consist of Bros. L. Eggers (Belgium), H. Diers (Germany) and P. Moll (Netherlands). After a preliminary exchange of views in November 1962, the Committee met twice, in September 1963 and May 1964, and a further meeting was planned for early 1965.

## 121.

### DANUBIAN NAVIGATION

In May 1964 discussions were held with the Austrian and German affiliates concerning a proposal to hold under ILO auspices an inter-governmental conference on Danubian navigation which would prepare the ground for the adoption of international instruments for navigation on the Danube similar to those which the ILO has brought about for navigation on the Rhine. In view of the fact that such a Conference could be convened only in response to the request of a Government concerned, the Austrian affiliate accordingly made approaches to the Austrian Government to make such a request. At the time of writing the Austrian Government was still considering this matter and the German affiliate was considering making a similar approach to its Government.

## 122.

### CENTRAL RHINE COMMISSION—ECONOMIC CONFERENCE

The Central Rhine Commission holds conferences which deal with economic questions affecting Rhine navigation to which the trade unions of the five Rhine countries are not invited, although the employers are represented indirectly through the Chambers of Commerce.

In 1964, at the request of the Swiss union, we suggested to the affiliates concerned that they approach their respective governments asking that they be included in the national delegations in future. Replies received indicated that the Swiss Government was willing to comply with this request provided the other Governments concerned did likewise and that the German Government did not favour trade union participation. The Dutch Government agreed to consider the union's request in connection with the next Session of the Conference.

123.

#### NON-NATIONALS SERVING IN FRENCH INLAND NAVIGATION

In past years non-nationals employed on French inland navigation vessels on the Rhine have been organized in the unions of their own country, in departure from the general principle that jurisdiction follows the flag of the vessel. At a meeting held in Strasbourg in December 1964 between union representatives who were participating in the above-mentioned conference in Strasbourg, it was agreed that in future, except in specific cases in which it was mutually felt to be contrary to the interests of the men, the general principle should apply and non-nationals in French vessels should belong to the French union. The agreement was then referred to the unions concerned for endorsement.

### DOCKERS' SECTION

124.

#### SECTION COMMITTEE

The Section Committee is composed as follows: —

<i>Country</i>	<i>Member</i>
Argentina	E. Tolosa
Austria	R. Gryc ( <i>substitute</i> : A. Peham)
Belgium	R. Dekeyzer
Denmark	E. Borg
Finland	S. Tompuri
Germany	H. Hildebrand
Great Britain	T. O'Leary ( <i>Chairman</i> )
Greece	C. Dimitriou
India	M. Chatterjee
Indonesia	W. Dwidjojuwono
Malta	V. Esposito
Netherlands	W. Hulsker
Norway	K. Kjøniksen
Pakistan	M. A. Khatib
Philippines	R. S. Oca
Sweden	N. Peterson
Uruguay	G. Cabrera ( <i>substitute</i> : F. Ferreira)

Most of the members were appointed at the Section Conference held during the 1962 Helsinki 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.

125.

#### SECTION CONFERENCES

A full Conference of the Section took place during the ITF Congress held in Helsinki in July 1962. A second Section Conference was originally planned to be held in October 1964 in Bordeaux but, unfortunately, it had to be postponed until March 1965.

The Section Conference held in conjunction with the ITF Helsinki Congress discussed the following items: mechanization of dock work, safety and health of dock work, North Sea ports, working methods, international trade union solidarity, exchange visits of dockers, the trans-

port of radioactive materials, pipelines, developments in relation to flag-of-convenience vessels and the difficulties being experienced by Greek dockers. During the Helsinki Congress, a Joint Conference of the Seafarers' and Dockers' Sections was also held to deal with questions involving the ITF campaign against flags-of-convenience vessels.

#### 126.

The Section Conference which was to be held in Bordeaux in March 1965 was to give attention to the following matters: working conditions of dockers; the International Dockers Programme; the maximum permissible weight to be carried by one man; the transport of radioactive materials; retirement pensions; mechanization of dock work; and a report on the North Sea ports. The decision to hold the Conference in Bordeaux was taken partly in order to demonstrate the solidarity of the ITF and its dockers' affiliates with the French Dockers' Union and the free trade union movement of which it forms part, and lend assistance to the French unions, by giving suitable publicity to the occasion, in further propagating the principles of democratic trade unionism.

#### 127.

##### WAGES AND CONDITIONS

In 1964 the Secretariat carried out a comprehensive survey of wages and working conditions in ports throughout the world with a view to establishing the extent to which progress has been made in implementing the International Programme of Objectives of the Dockers' Section adopted at the ITF Congress held in Vienna in 1956. This survey follows a previous one carried out in 1959 and was to be considered by the Section Conference in Bordeaux in March 1965. Comparison of the information contained in the 1959 and 1964 surveys showed a further widening of the gulf separating working and living standards of dockers in the industrialized and the developing countries. In this connexion, particular interest attaches to a proposal now under consideration for holding a seminar or series of seminars under the auspices of the ILO to examine ways and means of improving conditions of work in the port industry in Africa. This would afford an opportunity of making employers and authorities aware of the need for improvement and at the same time making available to them information on experience gained in other countries in this sphere. If such a seminar or series of seminars were to be organized in Africa, it might be possible to hold similar seminars on the port industry for developing countries in other parts of the world.

#### 128.

##### MECHANIZATION OF DOCK WORK

It will be recalled that the Section defined its position on this subject in the resolution adopted at the Oslo Section Conference in 1961 which stated that: 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 pensions schemes; in no circumstances, may the safety and health of dock workers be impaired; the dock workers' 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 ILO Inland Transport Committee, which was due to take place in May 1961, a resolution should be sponsored on the lines of the above objectives. Such a resolution was duly introduced but ruled to be unreceivable. The general atmosphere at this ILO meeting was such that it is very unlikely that the 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. All the same, the opportunity was used to make known the views of dock labour on the issue.

At the Section Conference held in conjunction with the ITF Congress in Helsinki it was decided that the matter should be pursued at every possible opportunity through the ILO. It was also agreed that dockers' unions should strive to avert redundancy and other adverse effects of mechanization by means of provisions in collective agreements for shorter hours, longer holidays and earlier retirements on adequate pensions and by insisting on full and timely consultation of dockers' unions on all measures affecting working methods and practices in the industry.

In view of the increasing topicality of this question it was placed on the Agenda of the Section Conference which was to take place in Bordeaux in March 1965. In preparation for this the Secretariat issued a questionnaire to all dockers' affiliates in June 1964. A report was then prepared from the information received.

129.

#### INTERNATIONAL DOCKERS' PROGRAMME

The present International Programme of Objectives of the Dockers' Section was adopted by the Section in Vienna in 1956. After previous reviews carried out in 1960, 1961 and in 1962, the Secretariat issued a questionnaire in June 1964 requesting unions to indicate how far the Programme had been realized in their respective countries, parts of the Programme on which progress had been particularly satisfactory, parts on which they felt that attention should be concentrated in the future, and, finally, any parts of the Programme which they felt to be in need of revision. Here again, the widening gulf between the working conditions and social benefits enjoyed by dockers in the developing and the industrialized countries raises the question of what particular assistance can be given to raise the standards of dockers in the less developed regions. The information received in response to the ITF questionnaire was to be considered by the Dockers' Section Conference in Bordeaux in March 1965.

## MAXIMUM LOAD TO BE CARRIED BY ONE MAN

At an ILO Meeting of Experts convened in March 1964 to consider this question, the majority of the participants recommended that the maximum weight of loads carried by adult workers in their normal work should be fixed at 40 kilograms. However, a few participants felt that the standard should be set at 50 kilograms.

The ITF's concern with this question dates back to 1925 when the Federation approached the ILO with a request that the International Labour Conference should set the maximum load which one man could carry at 75 kilograms. In 1948 the ITF Congress adopted a resolution requesting the ILO to consider this matter with a view to the adoption of an international convention setting the maximum load to be carried by one man at 75 kilograms. Apart from the resolution adopted by the International Labour Conference in 1938 inviting the Governing Body to "consider the desirability of placing on the agenda of an early session of the Conference the question of the fixing of the maximum weight of loads, packages and sacks to be transported by workers", consideration of this question at the ILO has so far been mainly within the Inland Transport Committee: in 1951 the Committee adopted a resolution inviting the Governing Body to "recommend that governments, in cases where the use of lifting and carrying appliances is impracticable, study, in consultation with the employers' and workers' organizations concerned, the possibility of determining the maximum limits of loads which may be carried or lifted by one man without the aid of mechanical appliances, taking into account the various circumstances prevailing"; in 1954 the Inland Transport Committee invited the Governing Body "to consider placing this question on the agenda of the most appropriate session of the International Labour Conference"; and, in 1961, the Inland Transport Committee asked for the question to be placed on the agenda of an "early" session of the International Labour Conference. In this connexion, it will be recalled that the ITF Dockers' Section Conference held in Oslo in March 1961 had decided that the Inland Transport Committee should be asked to adopt a resolution requesting the Governing Body of the ILO to convene a Committee of Experts to examine this question with a view to removing certain objections previously raised against international action. In fact, this proposal was not even considered by the Inland Transport Committee.

In May 1963, however, the ILO Governing Body decided to convene a Meeting of Experts to consider this question. The meeting took place in Geneva from 9 to 17 March 1964. It was attended by four Government experts, three nominated by workers and three nominated by employers, and by two physicians appointed by the Director-General of the ILO. One of the experts designated by the workers and one designated by the employers did not attend. The three workers' experts all came from ITF affiliated unions: Bros. D. Dusiquet (France), M. F. Jallow (Gambia) and T. O'Leary (Great Britain), the Chairman of the ITF Dockers' Section.

The experts considered all major aspects of the question. In defining their task the experts, although recognizing that the effort required to carry a load of a given weight would be affected by climatic conditions (temperature and humidity) as well as by ethnic variations

in weight and constitution, observed that the development of international trade made it more realistic to attempt to define standards applicable to all countries rather than to the workers of a particular country or region. Because the handling of loads more often than not also involved lifting them with a consequent increase in effort, it was agreed that the term "load-carrying" should also imply some load lifting. The experts also gave due attention to the effect of speed of working and length of shift: it was observed that these factors might push the total effort beyond the limit which would allow normal recovery of the energy expended, thus producing fatigue. In considering the physiological aspects of handling loads, it was recognized that assessment of the effort required of an individual in handling loads depended on such individual factors as weight, size, degree of muscular development, general health, age, sex and training. In addition, external factors such as climate, environmental conditions, the shape and weight of the load, the rate of work, the length of the shift, and the frequency of peaks of effort, all modified the physiological cost of the work done. It was noted that heavy muscular work can be performed without fatigue (which results from the inadequate elimination of waste products of muscular activity) if the work is broken up by suitable pauses. In considering the relationship which exists between an individual's muscular mass and the quantity of work he can perform, it was noted that, although there is a definite connexion between the individual's weight and the load he can carry, the ratio between muscular mass and total weight is less favourable in women than in men and that capacity falls off after the age of thirty.

The Experts considered the various ill-effects that could result from the handling of heavy loads, particularly among older workers, women and adolescents. These included injuries to the spine, muscles and joints, abdominal injuries, high blood pressure and possible brain haemorrhages, as well as a number of possible chronic ill-effects such as deformities of the vertebral column, and a number of serious disturbances and deformities specific to women and adolescents.

In considering the climatic and environmental conditions, the Experts were agreed on the importance of all factors affecting loss of heat, viz. ventilation, air conditioning, working clothes, protection against radiant heat, etc. The Experts emphasized the value of providing workers with air-conditioned rest rooms. Emphasis was also placed on the injurious effect of atmospheric pollution.

The Experts also considered factors connected with the organization of cargo-handling work, such as the need to supply workers with appropriate mechanical aids whenever possible, organization of work so as to reduce the extent and frequency of movements and facilitate grasping and stacking of loads, the distances loads have to be carried, the nature and conditions of the ground (slippery, irregular ground, awkward passages, walking over narrow and springy planks, slopes to be climbed or descended) and the need to avoid excessive or irregular working rates.

The Experts stressed the need for adequate vocational training and regular medical inspections (at least once a year).

After considering all factors involved, the majority of the participants recommended that the maximum weight applicable to adult male workers normally employed in operations requiring lifting and carrying

of weights should be 40 kilograms for their normal work. However, a few participants felt that this maximum should be set at 50 kilograms. With regard to the special factors applying in the case of women, it was agreed that the maximum permissible weight to be carried by a woman should be fixed between 15 and 20 kilograms but that, as far as possible, regular carrying by women should not be permitted. It was also felt that regular load carrying should, as far as possible, not be permitted for young workers. However, where young workers did carry loads, the Experts suggested the following limitations: 15 to 20 kilograms for boys between 16 and 18 and 12 to 15 kilograms for girls of this age.

### 131.

#### RETIREMENT PENSIONS

Dockers' old age pensions have been a regular subject of discussion at conferences of the Section in recent years. Thus, in Oslo in March 1961, after a full exchange of views, the Secretariat was asked to continue to watch and to report on developments. Accordingly, a question on this subject was included in the enquiry into dockers' wages and conditions which was carried out among affiliates in 1964 in preparation for the Section Conference to be held in Bordeaux in March 1965.

In earlier discussions it had been pointed out that the provision of old age pensions is primarily a responsibility of the State, but that, where such provision is not adequate, supplementary pensions should be provided for on an industrial basis. The information supplied in the report which was to be presented to the Bordeaux Conference showed that in a number of countries considerable progress has been made in this regard. However, once again there was a marked contrast between the industrialized and the developing countries of the world, and the question of old age pensions must be included in the long list of those demanding attention under a programme of action in the regions concerned.

The International Dockers' Programme of the ITF states that at the age of 65 and after thirty years' employment the total pension entitlement, statutory plus industrial, should amount to not less than three-quarters of wages, with the option of retiring on a proportionate pension between the ages of 60 and 65. This is an objective which still remains to be achieved even in the advanced countries, to say nothing of those where social development lags far behind. Accordingly, when in Rotterdam in 1959 the Section considered whether, in view of the advance of mechanization and its effects on social conditions, the pensionable age mentioned in the Programme should not be revised, it was agreed that for the time being it should remain unchanged.

### 132.

#### NORTH SEA PORTS

During the period under review further progress has been made towards realizing the regional programme drawn up for the North Sea Ports under the auspices of the ITF in Amsterdam in 1955. It will be recalled that at Utrecht in November 1961, the unions concerned drew up a programme of short-term objectives and gave a pledge to act together in realizing it. They also agreed to meet at regular intervals of six



months in order to review progress made. The regional objectives decided on at Utrecht were:

(a) five-day forty-hour week; (b) recognition of Sunday as a day of rest; (c) work on Saturdays to be limited to ships on which work had already begun and which could be finished the same day; (d) urgent work to be permissible during the weekend in defined cases; (e) public holidays and eves of public holidays to rank as Sundays and Saturdays respectively; (f) working times from Monday to Friday to be arranged in accordance with national or local preferences and requirements; (g) termination dates of collective agreements to be brought into alignment.

It was originally agreed that the first two of these objectives should be achieved by the end of 1963. At a subsequent meeting, however, it was decided that because of practical difficulties in certain countries it would be wiser to set a new date, the end of 1965, for achieving these objectives.

During the period there have been four meetings of representatives of unions in North Sea ports: Antwerp, October 1962; Rotterdam, March 1963; Antwerp, October 1963; and London, April 1964. A further meeting was originally planned for October 1964 in conjunction with the Section Conference in Bordeaux. This meeting was subsequently postponed until March 1965. Since 1963, the meetings have been attended by representatives of British and French dockers' unions.

### SEAFARERS' SECTION

133.

#### SECTION COMMITTEE

At the Section Conference held in Helsinki in July 1962 it was agreed that each affiliated country should nominate two members of the Section Committee. The following were nominated at Helsinki:

<i>Country</i>	<i>Members</i>
Denmark	S. F. Andersen, E. Berthelsen ( <i>Deputy</i> : E. Pedersen)
Estonia	N. Metslov, G. Jerem
Finland	N. Wälläri, Y. Fyhrqvist
Germany	H. Hildebrand, H. Wiemers
Great Britain	D. S. Tennant ( <i>Chairman</i> ) W. Hogarth
Greece	D. Benetatos, M. Petroulis ( <i>Deputy</i> : P. Kalapothakis)
Israel	Z. Barash
Italy	F. Giorgi
Japan	R. Kamisawa, M. Kaneko
Norway	Th. Sonstebj, L. Lerstad
Pakistan	A. H. Mirza, S. M. S. Zafer
Philippines	R. S. Oca
Sweden	J. S. Thore, N. H. Akesson
United States	J. Curran ( <i>Vice-Chairman</i> ) S. J. Wall

It was agreed that further nominations might be made in writing.

134.

#### JOINT CONFERENCE OF THE SEAFARERS' AND DOCKERS' SECTIONS, UTRECHT, JUNE 1962

This Conference was attended by 50 delegates from 20 dockers and sea-

farers' affiliates. T. O'Leary, chairman of the Dockers' Section, was in the chair. The Conference discussed the transport of radioactive materials, the liability of operators of nuclear ships, nuclear tests in ocean areas, relations with certain maritime organizations and also reviewed recent developments within the ITF Special Seafarers Section.

The Chairman of the ITF Seafarers' Section, D. S. Tennant, gave an account of the issues involved in the Convention on the Liability of Operators of Nuclear Ships adopted in May 1962 by a Diplomatic Conference which he had attended as a member of the British Government Delegation. A new and very important principle embodied in the Convention was that establishing the absolute liability of the owner of a nuclear vessel for damage or injury resulting from any accident involving his ship. However, a stipulation in the Convention that personal claims under the Convention were to be in accordance with national legislation in relation to industrial injury and social security could, in certain cases, lead to the spirit of the Convention being frustrated. It was therefore necessary for seafarers' organizations to ensure that the social security schemes applying in their respective countries did not contain provisions which would prevent seafarers from recovering in full for any nuclear injuries in accordance with the provisions of the Convention. (A resolution to this effect was subsequently adopted by the Seafarers' Section Conference held in July, 1962.)

The Conference took note of developments in relation to the transport of radio active materials and it was agreed that affiliates would consider their attitude towards resolutions adopted on this subject by the other ITF Sections.

The discussion on nuclear tests in ocean areas was concerned with identifying precisely where the liability would lie for any injury or ill-effects sustained by seafarers in the case of a vessel which had received permission to proceed into an area previously declared dangerous as a result of nuclear tests carried out there. The existing unsatisfactory state of affairs was that the shipowners contended that they would not be responsible for any such injuries or ill-effects sustained by seafarers, since they had not exploded the nuclear device in question and the British authorities had also indicated that it would be difficult to make the shipowners responsible if they had taken steps to protect the seafarers concerned. It was also pointed out that the value in establishing where responsibility lay would be psychological in the first instance insofar as owners, knowing that they were responsible, would obviously proceed with far greater caution in seeking permission for their vessels to enter such areas.

The discussions and decision adopted by the Conference on relations with some maritime unions were covered in a circular dated 2 July 1962 and the entire subject is dealt with elsewhere in this report (2).

In connection with reports of acts of violence and intimidation being committed in the name of trade unionism in certain parts of the world, the Conference adopted a resolution noting these reports and condemning such behaviour as being harmful to the ideals and interests of free and democratic trade unionism and incompatible with the principles of a code of conduct acceptable to the international trade union movement.

The Report of the Special Seafarers' Section referred to unequal

progress in the ITF flags-of-convenience campaign as between such ships operated by European and United States owners: on the one hand, a large number of vessels previously operating under flags of convenience had been transferred to the Greek registry in 1962, whilst in the United States progress was being hindered by a long series of court rulings and further decisions reversing these.

135.

**SECTION CONFERENCE, HELSINKI, 28 JULY 1962**

This Conference, held during the ITF Congress, was attended by 100 delegates representing 37 seafarers organizations in 24 countries. D. S. Tennant (United Kingdom, NMAOA) was elected Chairman of the Section and J. Curran (United States, NMU) Vice-Chairman of the Section. The Report on Activities for 1960 and 1961 was adopted. The Conference gave particular attention to: relations with certain maritime organizations (2); the liability of operators of nuclear ships; Asian Seamen in European ships; the transport of radio-active materials; flag discrimination; pipelines; meetings of the Inter-Governmental Maritime Consultative Organization (IMCO); air conditioning of crew quarters; the resolution adopted by the Tripartite Sub-Committee on Seafarers' Welfare of the ILO Joint Maritime Commission on international co-operation in seafarers' welfare projects; and a draft resolution submitted by the MNAOA on Seafarers' Right to Vote.

The Conference decided to recommend the Executive Committee to approve the affiliation of the Canadian Maritime Union; to resume consideration of the question of Asian seamen employed in European ships within the Committee set up for this purpose in 1960 (156); to instruct the Secretariat to prepare a report on flag discrimination as a basis for discussion by the next Section Conference; to urge affiliates to insist on participating in the meetings of the specialized committees and sub-committees of IMCO and to keep the ITF informed of such participation. Five resolutions were adopted and two further resolutions dealing with Panlibhon shipping were referred to the Joint Conference of the Seafarers' and Dockers' Sections, as was consideration of the Resolution adopted by Congress on the situation in Peru.

136.

*The Resolution on the Liability of Operators of Nuclear Ships* recommended affiliated organizations to take steps to have their national social security schemes examined in order to ensure that they contain no provisions which would prevent seafarers from recovering in full for all nuclear injuries they might suffer and invited them to report their findings to the ITF so that, if required, coordinated action might be taken at international level, preferably through the ILO, to ensure that seafarers and dockers might recover without legal hindrance full compensation in conformity with the provisions of Article VI of the Convention on the Liability of Operators of Nuclear Ships adopted at Brussels on 25 May 1962.

137.

*The Resolution on Pipelines* associated itself with the basic prin-

ciples enunciated by the Railwaymen's, Road Transport Workers and Civil Aviation (Ground Staff) Sections of the ITF on the subject, at the same time observing that the construction and operation of pipelines was likely to have repercussions on the shipping industry, especially on coastal routes. In view of this latter, it was decided to appoint a three-man delegation to convey the Section's views on this question to the following Conference of the Inland Transport Sections of the ITF. The delegation were also instructed to take note of proceedings at this Conference in connection with the *transport of radioactive materials* (in view of the special conditions affecting maritime transport of such materials, it was decided not to adopt a separate resolution on this question, but that the Section's future work here should be carried out in conjunction with the IMCO Committee of Experts).

**138.**

*The Resolution on the Air Conditioning of Crew Quarters* considered that air conditioning should be installed in crew accommodation of all new ships and, where not deemed impracticable by the appropriate authority, in existing ships, as well as in ships undergoing substantial repairs or structural alteration, and also requested the Governing Body of the ILO to collect further information on this matter and place the question on the agenda of the next meeting of the Joint Maritime Commission.

**139.**

*The Resolution on Seafarers' Welfare* noted with satisfaction the resolution on international cooperation in seafarers' welfare adopted by the Welfare Sub-Committee of the ILO Joint Maritime Commission, requested seafarers' affiliates to urge their respective governments to take action along the lines of the JMC Sub-Committee's Resolution and to submit proposals for such international welfare projects for consideration, and expressed the hope that the next meeting of the JMC Sub-Committee on Seafarers' Welfare would be able to consider reports on the implementation of its previous decisions. (157, 158)

**140.**

*The Resolution on Seafarers' Right to Vote* called upon governments to take all necessary steps to ensure that seafarers were able to exercise their democratic right to vote as citizens of the free world by means of personal, postal or proxy votes or other appropriate methods.

**141.**

**SECTION CONFERENCE, COPENHAGEN, NOVEMBER 1963**

The Conference was attended by fifty-four delegates from twenty-six unions as well as eleven guests and observers, including two from the ILO. The Conference was presided over by the Chairman of the Section, D. S. Tennant.

The Agenda included reports on the work of the Committee set up to deal with employment of Asian seamen on European ships; on the handling of cargo by ships' crews; on seafarers welfare; on pro-

posals to reduce freeboards of large tankers and bulk-carriers; on international conventions relating to liability for nuclear damage; on crew accommodation; and on legal liability in respect of possible injury or impairment of health sustained by seafarers serving on ships navigating in unsafe areas. The Report of the Secretariat dealt with action taken in pursuance of decisions by the Nineteenth Session of the Joint Maritime Commission, the work of IMCO, the social consequences of automation on ships, marine accident enquiry procedures, and flag discrimination.

The Conference also considered relations with the Seafarers' International Union of North America, a proposal to boycott Cuba (206) and a report of the Special Seafarers' Section.

The Conference adopted fourteen resolutions:

142.

*The resolution on IMCO* requested seafarers' unions to take within their respective countries action to ensure participation of seafarers' representatives in delegations to IMCO conferences.

143.

*The resolution on cargo work* recommended seafarers' unions to seek understanding with shipowners by collective agreement, articles of agreement, or otherwise, to the effect that ship's crews should not be required to perform any cargo work when calling at a foreign port while a dock labour dispute was in progress.

144.

*The resolution on load lines* requested seafarers' unions to keep the ITF constantly informed of all developments within their own countries towards deeper loading of ships, in order that the information collected might be circulated, and urged them to make representations to secure participation of seafarers on national delegations to the Diplomatic Conference to be convened by IMCO in 1966 to deal with revision of the 1930 Load Line Convention and in any preparatory discussions preceding that Conference.

145.

*The resolution on the St. Lawrence Seaway* dealt with hazards encountered by crews of deep-sea vessels during transit of the Seaway, particularly those arising from the practice of landing crew members by means of booms for handling mooring lines ashore; and requested that the matter be raised with the St. Lawrence Seaway Authority, the shipowners' organizations concerned, and the Canadian and United States Governments.

146.

*The resolution on liability for nuclear damage* asked seafarers' affiliates to press for acceptance of the principle of absolute liability in respect of nuclear incidents and for inclusion of this principle in national legislation. The resolution noted that the principle is duly laid down by international convention as far as the operation of nuclear ships is concerned, but that

the convention dealing with shore-based reactors and the carriage of nuclear materials permits of contributory negligence as a defence.

**147.**

*The resolution on unsafe areas* concerned ships entering zones where danger exceeds the normal hazards of seafaring and recommended seafarers' affiliates to seek clauses in collective agreements providing for adequate death and disablement coverage as well as bonus payments.

**148.**

*The resolution on seafarers' welfare* called for an active follow-up of ILO recommendations on seafarers' welfare arrangements, including the early holding of another meeting of the JMC Sub-Committee on Seafarers' Welfare, and asked seafarers' affiliates to use their influence to promote action on international welfare projects.

**149.**

*The resolution on the Joint Maritime Commission of the ILO* called for an early session of the Commission to consider, among other things, the convening of a Maritime Session of the International Labour Conference as soon as the ILO programme of conferences permitted.

**150.**

*The resolution on shipboard automation* stressed the need for seafarers to be consulted in all matters connected with shipboard automation and drew attention to social aspects and those involving safety requiring urgent consideration. (It was also decided to set up a sub-committee with the task of keeping developments in the sphere of marine technology under review and drawing up a policy and programme on this subject.) (159)

**151.**

*The resolution on legal protection of seafarers* drew attention to the need for providing legal advice and other assistance to seafarers involved in criminal proceedings arising from incidents occurring during the exercise of their profession and requested that the matter be taken up with the ILO at the first possible opportunity.

**152.**

*The resolution on the ILO Asian Maritime Conference* urged the Governing Body of the ILO to convene a Second Asian Maritime Conference as soon as possible and not later than early 1965.

**153.**

*The resolution on the employment of Asian Seamen* set out the main points of ITF policy with regard to the trade union organization of Asian seamen employed on European ships and the conditions of service which should apply to them. (156)

154.

*The resolution on crew accommodation* referred specially to the need for providing air conditioning on all new ships and, in view of the increased noise levels arising from the use of modern methods of propulsion, for reducing these noise levels in crew quarters.

*The resolution on the Seafarers' International Union of North America* is dealt with elsewhere in this report. (2)

155.

#### RADIO OFFICERS' CONFERENCE, LONDON, JULY 1964

The Conference was attended by delegates from eleven countries—Belgium, Denmark, Finland, Germany, Greece, Japan, the Netherlands, Norway, Sweden, the United Kingdom and the United States—and the Conference chairman was Hugh O'Neill, General Secretary of the Radio Officers' Union of Great Britain and Ireland.

One main conclusion of the Conference was that, to ensure maximum safety at sea, training standards should be raised in order to guarantee 100 per cent efficiency in the operation and maintenance of existing communications equipment, and that training must be kept under constant review and revision in order to meet the growing demands created by rapid advances in radio technology. To further this aim, the Conference adopted a model syllabus which can be used by radio officers throughout the world in their efforts to improve training—and thus safety—standards.

The Conference cited with approval countries where tripartite committees of shipowners, radio officers and authorities concerned have been set up to study and make recommendations on the subject, and suggested that this example be followed in all maritime countries.

It further welcomed the setting up of the Joint Committee of the ILO and IMCO to study and make recommendations on the training of seafarers in the use of navigational aids, life-saving equipment, fire-fighting appliances and devices for preventing or alleviating casualties at sea, and noted the need for representatives of radio officers to take part in its work.

The Conference further urged that in all countries there should be a minimum period of sea-going service under supervision before a successful trainee was permitted to act as sole radio officer on board.

The Conference also stressed the importance of radar and similar electronic equipment in minimizing hazards at sea but underlined that full benefit could be obtained from such devices only if they were properly operated and maintained. It urged that IMCO and the International Telecommunications Union should ensure that radio officers receive adequate training in the maintenance of radar and other electronic equipment and that such training should keep pace with new technological developments.

The radio officers strongly criticized governments who are endangering safety at sea by permitting passenger ships and cargo vessels of more than 1600 tons to be equipped with radio-telephony instead of wireless-telegraphy (morse) in contravention of the clear intent of the radio

regulations of the International Safety of Life at Sea Convention adopted in London in 1960. The attention of IMCO will be drawn to this practice, emphasizing that the Convention expressly stipulates that the Contracting Governments consider it highly desirable not to deviate from the provisions on radio-telegraphy.

The Conference approved a statement submitted by the American delegation on the vital safety importance of radio-telegraphy operated by a fully-trained radio officer. The American delegation also reported that, in order to remove the economic motive for shipowners to reduce the standard of radio equipment on board, they had recently negotiated an agreement which provided that radio officers must be carried irrespective of the type of radio equipment installed. The Conference recommended this policy to other radio officers' unions and adopted a model collective bargaining clause on the subject.

The Conference also discussed a pooling arrangement for ensuring effective representation of radio officers at international conferences dealing with matters of interest to radio officers, the siting of direction-finding apparatus on board and ashore, the new International Code of Signals being drawn up by IMCO, and the provisions of the ITF's International Seafarers' Charter relating to radio officers. The Conference adopted a resolution opposing any attempts to weaken the distress systems.

.156.

#### ASIAN SEAMEN

At the Section Conference held in conjunction with the Helsinki Congress in 1962 it was decided to resume work on the question of Asian seamen employed on European ships within the framework of the special committee that had been set up at the Berne Congress two years previously. The problem arises from the recruitment at sub-standard conditions of many thousands of Asian seamen in ports in India, Pakistan, Singapore, Hong Kong, Indonesia and other parts of South-East Asia. Whilst many of these have traditionally been employed in European ships, there has more recently been a tendency to hire such seamen on ships that would normally have been manned by Europeans. The Committee, which is composed of members from Britain, Denmark, Germany, Holland, India, Norway and Sweden, met in Hamburg in January 1963 to consider reports prepared by the Secretariat on the conditions of employment of Asian and European seamen, to review previous work done on this question and to consider an outline of a policy for dealing with this problem.

It was agreed that the future policy of the Section on this question would have to distinguish between cases where it has been customary for many years to employ Asian seamen on European ships and those where the practice has come about comparatively recently. It was also agreed that consideration of the problem should be pursued within a small Sub-Committee consisting of members from Britain, Germany, India and Sweden.

This Sub-Committee met in London on 10 and 11 July 1963 and arrived at the following conclusions:



1. In trades recognized as traditional by long established custom and practice, ships which have customarily been manned by seamen recruited and engaged from countries associated and identified with these trades may, by agreement between the shipowners' and seafarers' organizations concerned, continue to be so manned.
2. In these trades, trade union jurisdiction should reside in the home countries of the seamen concerned and their wages and conditions of employment should be governed by the collective agreements negotiated in those countries.
3. These agreements should, as an immediate objective, observe the minimum standards laid down in the already out-dated ILO Recommendation 109, 1958, on Wages, Hours and Manning, without prejudice to any superior conditions which may be in force already or come into force in the future.
4. Where it becomes necessary, due to changing patterns of trade or other factors, to depart from customary manning practice, this should be subject to agreement between the shipowners' and seafarers' organizations concerned.
5. In trades other than those recognised as traditional where ships engage Asian seafarers, these seafarers should during such service belong to the ITF affiliated union of the flag concerned and enjoy the wages and other conditions of employment negotiated by such union.
6. The Sub-Committee noted that the ratio of Asian to non-Asian seafarers referred to in ILO Convention 109, 1958, no longer generally obtains and therefore called upon the ILO to initiate steps to amend these already-outdated instruments in this important respect as soon as possible.

The application of these conclusions required criteria for distinguishing between "traditional" and "non-traditional" trades and, to this end, the Sub-Committee proposed that some understanding should be sought with the International Shipping Federation.

The Sub-Committee also gave attention to ways and means of implementing an ITF policy for the "traditional" as well as "non-traditional" trades and for improving the situation in the "traditional" trades. Here, it was agreed, success would depend firstly on strengthening the trade union organization of seamen in the Asian countries concerned, particularly at those points where it was weakest, and, secondly, on reforming the methods of recruiting and engaging seafarers in Asian ports. These aspects of the problem were illustrated by the report which Bro. B. Majumder, the Indian member of the Committee, presented on the situation in Hong Kong, where he had spent two weeks at the request of the ITF. At the time, very little action had been taken in Hong Kong to implement the decisions taken on the recruitment of Asian seamen by the ILO Asian Maritime Conference in 1953. Moreover, the advantages gained by Asian seafarers in areas, such as India, where the trade unions had been able to increase their bargaining strength, were in danger of being undermined by the tendency to switch recruitment to areas like Hong Kong, where the level of trade union organization was very

weak. Bro. Majumder was able to give details of the chaotic lack of balance between the number of seafarers seeking jobs in Hong Kong and the number of jobs available and the way in which this exposed seafarers to exploitation by various middlemen, of the many dubious personalities and organizations concerned with seamen in Hong Kong, and of recent signs of interest on the part of the authorities, particularly the appointment of a committee to examine the recruitment of seamen. It was decided that the ITF should support the efforts of the authorities in this direction and that Bro. Majumder should return to Hong Kong for a longer period to investigate further with a view to paving the way for the stationing of an ITF representative in the locality.

The work of the Sub-Committee and a further report from Bro. Majumder on his second visit to Hong Kong were considered by the Seafarers' Section Conference held in Copenhagen in November 1963. The Conference adopted a resolution incorporating the six policy points adopted by the Sub-Committee at its meeting in July. It was also decided to approve the decision of the Sub-Committee that a meeting should be arranged with representatives of the International Shipping Federation at which an understanding on criteria for the distinction between the "traditional" and "non-traditional" trades might be reached. The Sub-Committee's proposal for stationing a representative in Hong Kong was also approved. The resolution adopted by the Conference and requesting the Governing Body of the ILO to convene, preferably not later than the beginning of 1965, a Second ILO Asian Maritime Conference, also refers indirectly to the problem under discussion here. Such a Conference would have to review what action had been taken by governments in carrying out the various social reforms recommended by the First ILO Asian Maritime Conference in 1953 and would provide a platform for demanding social justice for Asian seafarers.

In December 1963 an exploratory meeting was held with representatives of the International Shipping Federation, in which the ITF representatives explained the position adopted by the Seafarers' Section on the problem of Asian Seamen, particularly in regard to the distinction between the "traditional" and "non-traditional" trades. At the end of the discussion the ISF undertook to report back to its constituent bodies, after which the discussion would be resumed at another meeting. At the time it was thought that this second meeting would take place fairly soon, but, in the event, certain complications arose which were to prevent the meeting being held before February 1965. We were informed that the British and Scandinavian unions had entered into discussions on this question with the shipowners in their respective countries, and it was thought advisable to await the result of these developments at national level. We were later to be informed that the British shipowners would not employ Asian seamen in any further ships without prior consultation with the unions. The talks in Scandinavia, however, produced no agreement and the unions there later proposed that the matter should be pursued further at international level. On 9 October 1964 the Scandinavian unions met in Gothenburg and called for action on the policy adopted at the Copenhagen Section Conference, for a speedy resumption of talks with the ISF and, if these latter produced no agreement, for consideration of what further action should be undertaken.

At the end of January 1964, Bro. E. Macdonald, an official of the

British National Union of Seamen, left for Hong Kong to take up a provisional appointment for twelve months as ITF Representative in Hong Kong in accordance with the decision taken by the Copenhagen Section Conference. Bro. Macdonald's first action was to make contact with the seafarers' organizations, authorities and employers in Hong Kong, and to report back fully on all aspects of the situation that he found in the area: the system of recruitment; the trade union situation; and wages and conditions of Asian seafarers engaged in Hong Kong.

In March 1964 the Seamen's Recruitment Committee set up by the Hong Kong authorities in March 1963 made its final report, recommending the immediate establishment of a Seamen's Recruitment Office. This, on the whole, could represent an important step forward compared with the existing direct recruitment system which lends itself to wholesale abuse. There are, however, certain weaknesses inherent in the detailed recommendations of the Committee, to which we drew the attention of the authorities in Hong Kong, only to be told that our fears were premature since the envisaged scheme was not yet in operation. Among these weaknesses are the charging of a fee to seamen on engagement, an escape provision which allows for direct (though supervised) recruitment, and the absence of seafarers' representation in the administration of the system, although the shipowners are represented.

Our doubts in connection with the possibility of direct recruitment were subsequently strengthened by information that a number of companies had already set up offices for direct recruitment on a considerable scale, which does not augur well for the spirit in which the scheme will be operated, even though it is proposed that direct engagement through company crew departments will be subject to such control as will afford seamen the same degree of protection as that which it is believed will result from engagement conducted solely through the Seamen's Recruitment Office.

The reason given for excluding seafarers from representation in the administration of the scheme was the lack of an effective trade union organization in Hong Kong. In correspondence with the Hong Kong authorities we have urged that, pending the emergence of a sound local seamen's union, the ITF representative in Hong Kong, in his capacity as representative of a considerable body of organized seafarers throughout the world, should be allowed to attend as observer meetings of the administrative body. The reaction to our proposal suggested that the authorities were willing to enter into an informal relationship, but were not prepared to put this on any formal footing.

The trade union situation is complicated by the existence of a large communist organization, whose 20,000 members are estimated to include between sixty and eighty per cent of the seamen employed on European vessels. This organization has refused to have anything to do with the new recruitment system when it is introduced and, whatever the ideological contradictions involved, obviously has an interest in maintaining the existing abuses.

The remaining three unions are much smaller. In 1963 a coordinating committee was set up with a view to amalgamating them. Bro. Macdonald continued to assist these efforts and, although one union withdrew, the other two did finally merge under the name of the Amalgamated

Union of Hong Kong Seafarers. This happened towards the end of the period under review and, at this stage, it is not possible to predict the degree of improvement that may be expected from this amalgamation.

In May and June 1964 members of the Asian Seamen's Committee were informed of Bro. Macdonald's proposals to carry out a propaganda and organizing drive in Hong Kong. In July, Bro. Macdonald was authorized to go ahead with this project, and an appeal was made to affiliated seafarers' unions for contributions towards the £2,400 which it was estimated would be required for the campaign. Unfortunately, as the campaign began to take shape, a number of serious difficulties arose. These, and other developments in this question, were to be considered at a meeting of the Sub-Committee on Asian Seamen scheduled for February 1965.

157.

#### SEAFARERS' WELFARE

In September 1961 the Joint Maritime Commission of the ILO adopted a resolution inviting governments to envisage the holding of conferences under the auspices of the ILO to consider the possibility of joint projects in ports or areas where seafarers welfare facilities were deficient or non-existent. The idea behind this resolution was that no one country can adequately provide facilities for its own seafarers in every overseas port and that there is accordingly considerable scope for international co-operation in this field. The resolution is therefore the logical development of the principles underlying the Recommendation (No. 48) concerning the promotion of seamen's welfare in ports adopted by the International Labour Conference in 1936 which stressed the importance of international coordination of the principal forms of action in a manner which draws no distinction of race between seamen. In 1962 and 1963 the Secretariat sent out a number of circulars to maritime affiliates asking for their suggestions as to ports or areas for which joint projects of this kind might be envisaged.

The Seafarers' Conference held in Copenhagen in November 1963 noted various projects of this kind which are at present under consideration. One of these, the Europort development on the Rhine estuary in Holland, will evidently bring about a great concentration of shipping in the area which should be matched by a corresponding provision of welfare facilities for seafarers. Although the Dutch Welfare Foundation is finally responsible for providing such facilities, it was felt that co-operation with the welfare authorities of other maritime countries would serve a useful purpose and the ITF accordingly approached the Dutch authorities, drawing their attention to the JMC Resolution and subsequently arranging an informal meeting at which ITF representatives could put their views on international cooperation on the provision of welfare facilities in Europort.

In October 1964 the General Secretary and the Chairman of the Seafarers' Section, met high officials of the Dutch Administration and Welfare Authority, as a result of which the Dutch Welfare Authority indicated that it would shortly be approaching its opposite numbers in the maritime countries concerned with a view to gauging their interest in cooperating in the Europort Welfare Project and in having an exchange of views on the subject. The Secretariat informed maritime

affiliates of this development and requested them to urge their respective welfare authorities to respond favourably to such an approach from the Dutch authority.

Two other JMC resolutions concerning seafarers' welfare which were discussed by the Seafarers' Conference in Copenhagen dealt with the easing of customs restrictions hampering the free circulation of welfare materials for ship's crews and the collection and provision of up-to-date comprehensive information on welfare facilities available to seafarers. The easing of customs restrictions on seafarers' welfare materials is provided for in an international convention which was adopted by the Customs Cooperation Council in December 1964 (158). The Conference adopted a resolution on seafarers' welfare which noted and welcomed the developments described above and expressed the hope that the next session of the JMC Sub-Committee on Seafarers' Welfare would be convened as soon as possible in order to continue and consolidate progress in developing a world-wide system of seafarers' welfare services based on international cooperation between national welfare bodies and organizations of shipowners and seafarers.

158.

#### CUSTOMS COOPERATION COUNCIL

Following an approach from the ILO Maritime Division drawing attention to a resolution that had been adopted by the ILO Joint Maritime Commission and the JMC Sub-Committee on Seafarers' Welfare in September 1961, the Customs Cooperation Council decided in February 1963 to charge one of its subordinate committees, the Permanent Technical Committee, with the preparation of a draft convention designed to ease customs restrictions on seafarers' welfare material. The ITF was represented by Bro. D. S. Tennant, Chairman of the ITF Seafarers' Section, and Bro. R. Santley, Seafarers' Section Secretary, at both meetings of the Permanent Technical Committee, in March and September 1964, and at the meeting of the Council itself in December 1964 which adopted the Convention. The Convention will come into force three months after ratification by two governments. It provides for the lifting of custom duties on seafarers' welfare material temporarily imported and intended for use on ships engaged in international trade. It further provides that formalities in connection with public morality, security and health shall be completed in such a way as not to retard the circulation of welfare material. The Convention will also apply to welfare material imported for a period not exceeding six months for use in welfare establishments ashore, subject to the minimum formalities necessary for control, in so far as governments do not contract out of this provision. A further useful provision of the Convention will enable the Convention to be revised without resort to the lengthy procedure entailed in convening a revision conference, provided the signatories are in agreement.

159.

#### AUTOMATION AND RATIONALIZATION IN SHIPS

At the Section Conference held in Copenhagen in November 1963 it was decided to set up a Sub-Committee to keep under review developments in the fields of marine technology, paying particular attention

to the social and safety implications of such developments. Subsequently it was decided that the Sub-Committee should be composed as follows: W. Cassiers (Belgium); E. Haugen (Norway); E. Kaneko (Japan); W. Marshall (United Kingdom); Shannon Wall (USA); H. Wiemers (Germany), together with the Chairman of the Section and the General Secretary. In December 1963 and March 1964 affiliates were requested to supply the Secretariat with information on current trends in their countries. Among the information received was a detailed report on experiments in the rationalization of work on board Norwegian bulk carriers involving a degree of interchangeability between deck and engine room ratings and an extensive study entitled "Ship Automation in Japan", prepared by the Shipping Bureau of the Japanese Ministry of Transport. The Sub-Committee on Automation was due to meet in February 1965.

**INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION (IMCO)**  
The ITF has continued to make use of the observer status accorded to the ICFIU in 1960 in following the work done in the Assembly, Council, Maritime Safety Committee and various other committees of Inter-Governmental Maritime Consultative Organization (IMCO). We report below on the more important aspects of IMCO activities during the period covered by this report.

#### 160.

*The Sub-Committee on the Revision of the International Code of Signals* completed its main work at its seventh session in November 1964, and the revised draft code was to be submitted to the Maritime Safety Committee, Council and IMCO Assembly in 1965. The Medical Section of the Code was worked out by the World Health Organization (WHO) in conjunction with the I.L.O, so as to allow proper use of the International Ship Medical Guide. The ITF has been represented at these meetings by Bro. D. H. Lamb of the British Radio Officers' Union.

#### 161.

*The Sub-Committee on Tonnage Measurement* has continued its work in connection with the simplification and unification of tonnage measurement. A special Working Group has been set up for this purpose and at the first of its meetings, in October 1962, prepared certain detailed recommendations on shelter-deck ships. In view of the importance of this aspect of the sub-committee's work, the Sixth Session of the Maritime Safety Committee held in January 1963 decided to consider at a special session any detailed recommendations by the sub-committee which would permit the permanent closure of shelter-deck and other "open" spaces and which would be internationally acceptable with a view to submitting them to the IMCO Assembly for endorsement at its third session in October 1963. These recommendations were subsequently adopted by the Assembly.

Since then the Working Group has continued its consideration of the general structure of a universal system of tonnage measurement based on a unification of existing systems and one based on national proposals for new systems. The ITF has been represented by Bro. S. P. de Boer of Holland.

162.

Other specialized work of IMCO which the ITF has been following with interest includes that done by the *Working Group on the preparation of a unified international code for the carriage of dangerous goods by sea*, which was set up in accordance with Recommendation No. 56 of the 1960 Safety of Life at Sea Conference and works in cooperation with the United Nations Committee of Experts dealing with the carriage of dangerous goods by all means of transport; the *Group of Experts on the Coordination of Safety at Sea and in the Air* which was set up in pursuance of Recommendation 40 of the 1960 Safety of Life at Sea Conference to assist IMCO participate along with other international agencies in joint studies on the coordination of safety at sea and in the air; and the *Sub-Committee on Subdivision and Stability* which is dealing with Recommendations 6, 7 and 8 of the 1960 Safety of Life at Sea Conference and works through two Working Groups, one dealing with Watertight Subdivision and Stability of Ships and the other with Intact Stability.

163.

In March 1965 IMCO is to convene a *Diplomatic Conference to adopt an International Convention on the Facilitation of Travel and Transport*. The general objects of the proposed Convention, the reduction of formalities and procedures required on the arrival and departure of ships engaged on international voyages, are of interest also to seafarers who are directly affected by those parts of the Convention concerning such matters as crew's effects, crew lists, seafarers' identity documents and quarantine measures. Affiliates were requested by the Secretariat to consider the desirability of being represented in their respective national delegations to the Diplomatic Conference and of bringing to the notice of their respective governments their views on the preliminary draft of the Convention which has been circulated by IMCO.

164.

In the Spring of 1966 IMCO plans to convene a *Diplomatic Conference to consider revision of the 1930 Convention on Load Lines*. A draft submitted by the United States is to serve as a basis for discussion and governments have been invited to send in their comments on the United States proposal and any alternative proposals before the end of 1964. Affiliates were requested to keep the Secretariat informed on any participation at national level in discussions relative to the revision of the Load Line Convention and on any views on this matter which they had brought to the attention of their respective governments.

165.

The *Joint ILO-IMCO Committee on the Training of Seafarers in the Use of Navigational, Life-Saving and Fire-Fighting Devices* held a meeting in Geneva from 14 to 18 December 1964.

The purpose of the Joint Committee is to follow up Recommendation No. 39 adopted by the Second IMCO Assembly in 1960. Following the adoption of a resolution by the ILO Joint Maritime Commission in September 1961 which called for the establishment of a Joint ILO-

IMCO Committee on this question, the ILO took the necessary action, including making budgetary provision for holding the first meeting of the Joint Committee before the end of 1964. At one time it seemed as if the project might be delayed as a result of the attitude of certain governments in IMCO who took the view that cooperation between the ILO and IMCO on this question was not necessary, or at least not urgent, and it was not until September 1964 that the Maritime Safety Committee of IMCO decided that IMCO would participate in the Committee. The Joint Committee has nine members from IMCO and eight from the ILO, four of whom are shipowners and four seafarers. The seafarers' representatives, J. D. Randeri (India), D. S. Tennant (United Kingdom), E. Råberg (Sweden) and Shannon J. Wall (USA), are all from ITF-affiliated organizations. The Secretariat was also able to arrange that these latter should be accompanied by the following advisers: D. Benetatos and D. Meletis (Greece), G. Gerdes and H. Wiemers (Fed. Germany), E. Nevin and H. O'Neill (United Kingdom) and R. Santley (ITF Secretariat).

166.

#### ITF-NMU APPROACH TO PANAMA CANAL COMPANY

In April 1964, the Panama Canal Company proposed that part of the work involved in towing ships through locks in the Panama Canal should be done in future by the ships' crews. At present this work is done entirely by special teams based along the Canal and employed by the Canal Company. They stood to lose their jobs under the proposed system. The ITF-affiliated National Maritime Union wrote to the Company protesting against this false economy. As soon as the ITF was informed of the Company's proposed measures, the General Secretary also sent a letter of protest and circularized all ITF-affiliated seafarers' organizations requesting them to inform the Canal Company of their feelings on the matter. A wave of union protests and rejections by shipowners of the Company's plan resulted in the issue of a memorandum from the Canal Zone Marine Director's office stating that the present system would be maintained.

### SPECIAL SEAFARERS' SECTION

167.

#### FAIR PRACTICES COMMITTEE

At the Joint Seafarers' and Dockers' Section Conference held during the Helsinki Congress, the following members of the Fair Practices Committee were elected: —

##### *Seafarers:*

W. Cassiers, Belgium  
J. Curran, U.S.A.  
F. Giorgi, Italy  
W. Hogarth, U.K. Seamen  
D. Opmeer, Netherlands  
M. Petroulis, Greece  
W. J. Smith, Canada  
T. Sonstebj, Norway  
D. S. Tennant, U.K. Officers  
H. Wiemers, Germany

##### *Dockers:*

G. de Crom, Belgium  
H. Hildebrand, Germany  
W. Hulsker, Netherlands  
E. Larsson, Sweden  
T. O'Leary, U.K.  
Nominee I.L.A., U.S.A.



Since the 1962 Congress there have been two meetings of the International Committee for the Promotion of Fair Practices. The first of these meetings took place in Hamburg on 29 and 30 January 1963. The second meeting took place in Naples on 27 and 28 April 1964.

At the meeting in Hamburg, Brother D. S. Tennant was absent and his place was taken by Brother D. Carmichael. Brother T. O'Leary, United Kingdom dockers, acted as Chairman.

At the Naples meeting, all elected members of the Committee were present with the exception of the representative of the Belgian dockers' union and the International Longshoremen's Association. Brother D. S. Tennant acted as Chairman of this meeting.

Before the Fair Practices Committee meeting in Hamburg, a meeting of the dockers' representatives from Belgium, Germany and the Netherlands was held in order to discuss mutual approaches to questions involved in continuing boycotts for the Panlibhon Campaign. The aim of this meeting was to have uniformity of action in all three countries in the event of a vessel seeking an alternative port to evade a boycott action originally imposed in another port within this area. There was unanimous agreement on this principle.

Both of these meetings of the Fair Practices Committee reviewed the general situation arising from the continuing registration of vessels in the flag-of-convenience countries. Note was taken of the very large amount of merchant tonnage still registered under these flags, principally those of Liberia and Panama. However, there appeared to be a slight diminution of such tonnage, and, however slight, it was enough to indicate to the members of the Committee a possible change in the general situation. It was stated that this could probably be accounted for by the continuing rise in the amount of merchant shipping registered in Greece. Whilst certain members expressed some satisfaction at this trend in ship registration, they also recognized that the tonnage registered under flags of convenience was still extremely large. In this connexion, it should be noted that this slight downward trend was drastically reversed during 1964. At the end of that year the tonnage registered in Liberia alone increased by more than three million gross tons. It is quite clear from all this that ITF policy is still very much required.

It may be recalled that ITF policy in this regard is basically to do whatever is possible to have such ships registered in recognized maritime countries. Failing this, it is ITF policy to have approved collective agreements guaranteeing wages and conditions of employment for the seafarers serving on board these ships and providing for the trade union organization of these seafarers.

It should be noted that, at the time of the Naples meeting of the Fair Practices Committee, the tonnage of merchant ships registered in Greece had reached a total of more than 6,800,000 gross tons. This amount is almost 2 million gross tons higher than that reported at the Helsinki Congress. Greek registrations continue to be made.

In connexion with this change in Greek registrations, the ITF received at the beginning of April 1964 a request from the Committee of Greek Shipowners to consider a suggestion that, in future, collective agreements for all Greek seafarers serving on Greek-owned vessels

should be concluded with the Panhellenic Seamen's Federation and the seafarers concerned enrolled in this organization. These two provisions, it was stated, ought to satisfy ITF requirements in this connexion. The request of the Greek Shipowners was placed before the Fair Practices Committee meeting in Naples.

Naturally, this suggestion gave rise to much discussion. It was recognized that there had been a spectacular change in the registration of Greek-owned merchant ships and that, consequently, the first provision of ITF policy, i.e. to obtain as many registrations as possible in regular maritime countries, had been successful as far as Greek-owned tonnage was concerned, to the extent of almost six million gross tons. In addition, it had been stipulated that the Greek national collective agreements would operate with the cooperation of the Panhellenic Seamen's Federation and that the seafarers would be organized in the unions forming the said Federation. These requirements satisfied the second point in the ITF policy.

Considering these two developments, the Naples Fair Practices Committee meeting authorized Brother Lawrence White to discuss this development further with the Greek Shipowners in order to arrive at a mutually satisfactory arrangement. The discussions took place in Athens at the beginning of August 1964. The Greek Shipowners undertook to continue operating the Greek national collective agreement and also to use their influence with other shipowners to do likewise. On this basis the request of the Greek Shipowners was agreed to.

Since that time some 350 Greek-owned ships registered under other flags have come under the current Greek national agreement and the seafarers concerned have been organized in the Panhellenic Seamen's Federation. It is hoped that this number will gradually increase.

## 168.

### GENUINE LINK

It will be recalled that at the Helsinki Congress a resolution was adopted calling upon the United Nations to organize some form of conference which would give consideration to the possibility of arriving at a legal and economic definition of the "Genuine Link" concept which is now written into the "Convention on the High Seas".

In pursuance of this objective, we contacted the appropriate department of the ICFTU with a view to having preliminary discussions at an early meeting of the United Nations Economic and Social Council (ECOSOC). The ICFTU promised to cooperate fully in this matter but pointed out the possibility of some delay as ECOSOC meetings were infrequent.

In the meantime a United Nations Conference was convened to deal with Trade and Development. Since the ICFTU was submitting an important paper to this Conference, it was decided that this might provide an opportunity for bringing up the question of the Genuine Link. Accordingly, an ITF paper on this subject was adopted as an addendum to the ICFTU document submitted to that Conference.

As a result of this Conference, permanent machinery is to be set up by the United Nations for dealing continuously with the question

of Trade and Development and it is anticipated that there will be a special shipping committee. This may provide an opportunity for close consideration of all the economic and legal implications involved in the Genuine Link concept.

169.

#### BOYCOTTS

During the period under review there have been eight boycott actions against vessels registered in flag-of-convenience countries. These resulted in appropriate agreements being concluded for the crews concerned. We should like to take this opportunity of registering our gratitude to the dockers involved in these boycotts.

170.

#### NEW REGISTERS

For a number of years the list of countries which registered ships without undertaking the appropriate maritime responsibilities was confined to Panama, Liberia, Honduras and Costa Rica. Legislation in Costa Rica allowing this practice was subsequently revised following the ITF general boycott in 1958.

Recently, however, registers have been opened in other countries, the general purpose of which is merely to provide a haven for shipowners who wish to escape the responsibilities imposed upon them, should they register their ships in recognized maritime countries. Among these countries are Lebanon, Malta and, the most recent, Haiti.

Lebanon appears to be attracting mainly Greek shipowners and at the present time 200,000 gross tons appear to be registered there. There is no information available regarding the other countries.

### FISHERMEN'S SECTION

171.

#### SECTION COMMITTEE

The Section Committee members are: --

<i>Country</i>	<i>Member</i>
Belgium	R. Dekeyzer ( <i>Vice-Chairman</i> )
Denmark	E. Borg
Faroes	J. Jakupstovu
Finland	B. Johansson
Germany	H. Hildebrand ( <i>substitute: H. Wiemers</i> )
Great Britain	P. Henderson
Italy	O. Sinesio
Japan	K. Takahaski
Netherlands	A. de Boon
Norway	E. Haugen ( <i>Chairman</i> )
Pakistan	J. H. Shirazi

These members were appointed at the Section Conference held during the 1962 Helsinki Congress. No meetings of the Committee have been held in the period under review.

172.

#### SECTION CONFERENCES

Two Section Conferences have been held, the first at Esbjerg from 22 to 24 March 1962, and the second during the Helsinki Congress. The Esbjerg Conference dealt with four questions to be dealt with by an ILO Committee of Experts at the end of 1962 (see below), and with the International Fishermen's Programme, fishermen's questions at the ILO, registration and decasualization, territorial waters and fishing limits.

The Conference adopted two resolutions. One expressed satisfaction at the setting up of the ILO Committee of Experts and appealed to Governments to ratify the three existing ILO Conventions on fishermen's questions (Entry Age, Medical Examination and Articles of Agreement) at the earliest possible date. The other resolution deplored the confused and precarious situation existing in relation to territorial waters and fishing zones and called for a third Law of the Sea Conference to attempt a solution of the problem on the basis of the so-called six-plus-six concept. Recognizing the vital importance of this question for countries with large fishing communities and for those that are substantially dependent on fishing resources, the resolution maintained that the United Nations was the only agency through which a lasting solution could be found and urged that fishermen's representatives should be included in national delegations to conferences convened to deal with the issue.

The Section noted developments taking place towards economic unification and harmonization of social conditions in the European Economic Community, with special reference to the fishing industry. It was agreed that the Section should continue to be kept informed on further developments, especially within the framework of the Brussels Committee of ITF Unions in the EEC.

Among the matters discussed at the Helsinki Conference were territorial waters and fishing limits, fishermen's questions at the ILO and modern developments in the fishing industry.

173.

#### FISHERMEN'S QUESTIONS AT THE ILO

In 1960 the Section Conference adopted a resolution calling for speedy action on the resolution adopted by the International Labour Conferences of 1958 and 1959 concerning the setting up of a Second ILO Committee to deal with certain fishermen's questions. The Governing Body of the ILO took a decision on this matter in 1962 and in December that year the second ILO Committee on Conditions of Work in the Fishing Industry duly met in Geneva. Five of the six workers' members of the Committee came from ITF unions. They held a preliminary discussion on the eve of the meeting of the ILO Committee. The Committee, which elected R. Dekeyzer (Belgium) as one of its Vice-Chairman and E. Haugen (Norway) as Chairman of the workers' members, came to unanimous tripartite decisions on a number of important matters including: an outline of an international instrument on accommodation on board fishing vessels which was drawn up for consideration by the International Labour Conference; a code of practice on the safety and

health of work aboard fishing vessels which was recommended for joint consideration and adoption by the ILO, IMCO and FAO; and a comprehensive set of conclusions concerning vocational training for fishermen. (The Committee urged the need for precise certification standards for fishing occupations, and requested the ILO to set up a suitable body to study and prepare further action on these matters.)

After re-examining a set of principles concerning accident insurance and employment injury benefits for fishermen, the Committee recommended these for consideration by the International Labour Conference when it deals with the question of industrial accidents and occupational diseases for industries in general.

Finally, the Committee recommended various questions for future study and action: decasualization, working hours, industrial pensions, holidays with pay, medical care on board, sickness insurance, manning standards, repatriation, and requested the ILO to consider convening another session of the Committee in the not too distant future.

The report on the work of the Committee was duly submitted to the ILO Governing Body and the ITF requested members of the Workers' Group to support the recommendations of the Committee. At the end of 1963 it was learned that the Governing Body was planning to call a Preparatory Technical Conference on fishermen's questions some time in 1965 and we were later informed that this Conference would take place early in the autumn of 1965. The Conference was planned to last twelve days and was to prepare draft instruments on accommodation on fishing vessels, vocational training for fishermen and competency certificates for fishermen to be submitted to a future International Labour Conference.

Twenty-two countries with major fishing interests (Belgium, Canada, Chile, Denmark, France, Federal Germany, Great Britain, Iceland, India, Indonesia, Japan, Morocco, Netherlands, Norway, Peru, Philippines, Poland, Senegal, Spain, United Arab Republic, USA and USSR) were invited to send tripartite delegations, namely one government member, one employer member and one fishermen member.

In 1964 we were also informed that the ILO Maritime Division, acting in pursuance of one of the decisions of the Committee on Fishermen's Conditions held in Geneva in December 1962, had prepared a draft of a code of practice on safety in the fishing industry. The draft was subsequently forwarded to IMCO and FAO who are cooperating in this matter.

174.

#### FISHING LIMITS

In March 1961, the ITF Fishermen's Section in Esbjerg adopted a resolution calling for a third United Nations Law of the Sea Conference to deal with the problem of fishing limits. An approach to the United Nations brought the reply that the Secretariat itself could not act in the matter and that it would be for some national government to do so. In 1963, however, when the ICFTU was at our request to make a submission on runaway ships to the UN Economic and Social Council, we asked them to explore the possibility of using this occasion to raise

the question of fishing limits and the desired Law of the Sea Conference. Accordingly, a memorandum, setting out the position of the ITF Fishermen's Section and advocating the holding of a third Law of the Sea Conference to deal with the problem on the basis of the so-called six-plus-six formula, was prepared by the ICFTU, acting in consultation with the ITF, and submitted to the Secretary-General of the United Nations for transmission to the UN Economic and Social Council (ECOSOC). At the beginning of 1964, however, we were informed that the Agenda of the next session of ECOSOC had been fixed seven months earlier and that our memorandum could not be considered by ECOSOC before its Spring Session, 1965.

In connection with reports early in 1963 that the Danish Government was planning to extend the fishery limits of the Faroe Islands we addressed a circular to fishermen's affiliates recalling the Esbjerg resolution and asking them to continue to use their influence with governments to bring about a multilateral approach to the fishing limits issue. The Faroe Fishermen's Union wrote that they had opposed the Esbjerg resolution, that they supported their Government on the fishing limits issue on account of the vital importance of fishery resources to the Faroe economy, and asked us to inform other fishermen's unions of their position. We did this in a circular dated 7 May 1963 in which we also included expressions of opinion made in the meantime in Danish fishermen's circles. The Faroese fishermen stressed their great dependence upon fishing resources and the need to preserve them by extending the Faroese fishing limit to twelve miles. The Danes referred to the effects of such restrictions upon other fishermen and upon relations between nations.

## 175.

### FISHERMEN AND THE EEC

For some time past the Agriculture and Fisheries Division of the EEC has been planning a Conference for the fishing industry of the Community countries, which would also be concerned with the social aspects of EEC fisheries policy. After a number of tentative announcements with regard to the date of this Conference had been subsequently withdrawn, it was decided to convene the conference for 22 to 23 January 1963 in Brussels. Accordingly, arrangements were then made for the representatives of ITF affiliates who would be taking part in the conference to meet in Brussels for a preliminary talk on 21 January and a note was prepared by the Secretariat and sent out to the unions concerned. The EEC Conference, however, was postponed again, shortly before it was due to take place, until further notice.

The projected EEC Conference has drawn attention to the need for looking after fishermen's interests within the Community. It has been suggested that the fishermen's organizations of the Community countries should set up a body similar to the Committee of ITF Unions in the European Economic Community which, it will be recalled, caters for railways, road transport and inland navigation. Another possibility would be to bring the fishing industry within the scope of the existing Committee. However, there are a number of serious difficulties in the way of either of these alternatives. The number of workers involved would seem to be too small to support the expense that would be incurred

in maintaining a body solely concerned with fishermen's questions within the EEC countries. On the other hand, the facilities of the Committee of ITF Unions in the European Economic Community are already insufficient to meet the growing volume of work. A further consideration against this latter alternative is that, following the usual practice at national level where the administration of fisheries comes under the Ministry of Agriculture, the EEC also groups agriculture and fisheries together so that the Committee of ITF Unions does not normally have any contacts with the EEC bodies in which matters relating to fisheries receive consideration.

Later in 1963 the ITF was invited to cooperate, by supplying data on fishermen's conditions in countries outside the European Economic Community, in a comparative study of fishermen's working conditions and social security arrangements being carried out by the EEC with a view to working out a common social policy for the fishing industries of the Community countries.

## CIVIL AVIATION SECTION

### 176.

At the end of the Civil Aviation Section Meeting held during the Helsinki Congress in 1962, several questions were left outstanding. It was decided that these required more time for consideration and should be discussed at a further meeting to be held as early as possible after Congress. This Section Meeting took place in Paris from 21 to 23 November 1962.

In addition to the Paris meeting there have been meetings of the various groups and categories. A meeting of Flight Crew took place in London on 26 February 1963. A meeting of Flying Staff was held in London from 15 to 18 April 1964. A meeting of Ground Staff took place in Utrecht on 12 and 13 May 1964. On 22 and 23 October 1964 a Civil Aviation Section Conference was held in Stuttgart.

### 177.

#### SUPERSONIC TRANSPORT

Each of the above meetings gave consideration to questions relating to the possible introduction of supersonic aircraft. From the limited information on the operation of such aircraft available at the time, consideration was given to the possible effects on civil aviation personnel. It was generally recognized that supersonic aircraft were bound to come into service sooner or later and that, when this happened, all personnel should be ready and prepared and not be caught unawares, as was apparently the case when subsonic jet aircraft were introduced.

One important consideration in this connection is the possible effects of supersonic flying on health in general. All participants were anxious to see attention given to this aspect and it was suggested that enquiries should be instituted and that these enquiries should be repeated from time to time. Regular and frequent medical examinations of personnel were also advocated.

178.

#### THE LICENSING OF MAINTENANCE ENGINEERS

At these meetings, ground staff representatives have expressed considerable concern about the licensing system affecting licensed Maintenance Engineers. Similar concern had already been expressed in other spheres, such as management and piloting circles.

One of the declared causes of difficulties apparently experienced in recruiting ground personnel for this particular duty arose out of the lack of definition in relation to the status of licensed Maintenance Engineers. In view of this, it was decided at the Section Meeting that this question should be considered by a small sub-committee with a view to making a recommendation.

179.

#### INTERNATIONAL LABOUR ORGANIZATION

During the period contacts have been maintained with the appropriate department of the ILO and discussions have taken place on matters affecting civil aviation personnel. As a result of these discussions, the ILO have arranged that several paragraphs referring to civil aviation matters shall be included in the Director-General's report to the Eighth Session of the ILO Inland Transport Committee, which will be held early in 1966 and will be concerned mainly with railway matters. It is anticipated that this will provide an opportunity for the ILO Secretariat to be authorized to continue their studies on several of these questions.

180.

#### INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO)

At the Flying Staff meeting, held in London in April 1964, three resolutions were adopted dealing specifically with air safety. Two of these resolutions were intended for submission to ICAO.

The first called upon ICAO and all airlines to create separate and permanent safety departments so that continued attention could be given to all matters affecting flight safety. The other dealt with the need for improved aircraft evacuation procedures and also for regular and frequent evacuation drills. This demand was based on the fact that most air accidents occur during landing and take-off.

The two resolutions eventually came before the ICAO Air Navigation Commission which met in Montreal in October 1964. The third resolution, dealing with jet aircraft fuel, had also been forwarded, for information only. The case for the two resolutions calling for action by ICAO was put, on behalf of the ITF, by Brother R. Smeal of the Canadian Air Line Flight Attendants' Association. Although presented with observations designed to minimize the importance of these two subjects, the Air Navigation Commission considered that the subjects were indeed important to air safety.

As far as the resolution on separate safety departments was concerned, the Commission expressed appreciation of the ITF's interest in



this matter and gave assurances that they would take an active interest in the subject.

The resolution on aircraft evacuation procedures touched upon the need for licensing Flight Attendants and there were many indications of sympathy with this suggestion. As far as a training manual for Flight Attendants is concerned, it was recalled that at a previous Commission Meeting it had been agreed that the Secretariat would draft the appropriate training programme. It was stated that the relevant section of the manual should be available in English by about May or June 1965.

Finally, the following statement was agreed:—

“The Commission agreed to request the Secretary-General to inform the ITF that it has examined the three resolutions in question and that it has recognized that these did constitute important matters which were not only under continuous review by ICAO, but which would continue to receive full attention.”

## 181.

### FLIGHT OPERATIONS OFFICERS

At the Civil Aviation Section Meeting, held in Stuttgart in October 1964, consideration was given to qualifications of Flight Operations Officers (Airline Dispatchers) and to the possibility of licensing these personnel. It was noted that the appropriate chapter in Annex 6 of the ICAO Convention on International Civil Aviation left much to be desired in this respect and, accordingly, a resolution was adopted, calling for a revision of the appropriate paragraph in order to provide that Flight Operations Officers should be licensed and at the same time defining licensing standards.

This resolution was eventually submitted to the Secretary-General of ICAO and the ITF was informed that the subject would be considered by the Fourth Air Navigation Conference which will be held in Montreal from 9 November to 3 December 1965.

At the time of writing this report, preparations were in hand for submitting the appropriate documentation to ICAO for this meeting and arrangements were being made for the ITF to be adequately represented to deal with the subjects concerned.

## 182.

### AIR UNION

At ITF conferences much concern has been expressed at the effects of the development of Air Union on civil aviation personnel. Apparently, in some areas, there are appropriate procedures for keeping representatives of the personnel informed on all developments whilst in other areas personnel representatives are not given any information at all on this subject. There appears to be a general lack of consultation between airlines and representative organizations on the consequences which would follow the establishment of Air Union. In these circumstances, fears were expressed that adverse effects would be suffered by the personnel concerned and resolutions have been adopted to draw attention

to the need for instituting regular and proper consultation between the parties concerned in order to avoid such adverse effects.

In this connection, it was recalled that a resolution adopted on the general subject of mergers by the ILO Ad Hoc Civil Aviation Conference in 1960 had called for consultation, and views were expressed, advocating that this should be fully implemented.

**183.**

**INTERCHANGE OF AIRCRAFT**

During the period, much attention has been given to the social consequences arising from the interchange of aircraft between different airlines. Some of these difficulties arise from the operation of pooling arrangements between companies. Among other things, such pooling arrangements can result in the Cabin Staff of one company being placed on board the aircraft of another company within the pooling arrangement.

There are also questions arising from the chartering of aircraft from one country to an airline in another country, as there are frequently differences in the standards required in the two countries concerned in relation to safety and other regulations.

Where aircraft are chartered with their crews, difficulties can arise if the chartered aircraft and crew come from a country whose social and technical standards are inferior to those normally applied in the chartering company.

All these questions have been under review and will continue to receive appropriate attention.

The following three resolutions were adopted by the Flying Staff Meeting held in London on 15 and 16 April 1964: —

**184.**

THIS ITF meeting, comprising all categories of Civil Aviation Flying Personnel, held in London 15 and 16 April 1964,

CONSIDERING published flying accident statistics, and NOTING that the rate of accidents remains static,

DEPLORING the many complacent opinions expressing satisfaction that the statistics are not worsening,

RECOGNIZING that specialist cockpit crew contributes to maximum flight safety,

CONDEMNING the tendency shown by some manufacturers, airlines and governments to reduce the operating crew to two pilots only, while all flying crew stipulate a minimum of a three-man crew on all jet aircraft, augmenting this as navigation and operation requirements dictate,

CALLS upon ICAO and all airlines to create separate and permanent safety departments with qualified people in charge and with personnel participation, so that constant and intense attention can be given to finding means for greatly improving overall safety, particularly in the field of operating crew, crew training and cockpit manning.

185.

THIS ITF meeting of Flying Personnel of all categories, held in London 15 and 16 April 1964,

RECOGNISING that fire in air crashes is a major cause of casualties,

NOTING that there is a choice of fuel for jet aircraft between JP-1 (kerosene) and JP-4,

REQUESTS in the interests of maximum safety that all affiliated organizations urge their Civil Aviation Authorities to investigate the relative safety of these two fuels with a view to recommending the use of whichever fuel the enquiry establishes as being the safer.

186.

THIS meeting of all categories of Flying Personnel, held in London 15 and 16 April 1964,

NOTING that most air accidents occur during landing or take-off procedures when the emergency evacuation of passengers may be possible,

DEPLORING the tendency of airlines to reduce the number of qualified cabin attendants on board and in some cases operating with untrained cabin personnel,

CALLS on ICAO and on all regulating bodies to make mandatory that:—

- the number of passengers be related to the possibility of their safe and rapid evacuation, establishing a maximum period of time in which evacuation should take place;
- the number of cabin attendants be related to the number of passengers as laid down in ITF policy, i.e. one licensed cabin attendant for each twenty passengers or part thereof;
- regulations should provide for regular and frequent evacuation exercises on all types of aircraft which each airline has in service;
- all cabin attendants be fully trained in appropriate emergency procedures and be licensed as to their competency by their Civil Aviation Authority.

The following three resolutions were adopted by the Civil Aviation Conference held in Stuttgart from 21 to 23 October 1964:—

187.

THIS Conference of the ITF Civil Aviation Section, held in Stuttgart from 21 to 23 October 1964,

HAVING CONSIDERED the licensing regulations in connection with Maintenance Engineers/Mechanics,

UNDERLINES the great responsibility of this category of Civil Aviation Ground Personnel in the sphere of maximum safety and

EMPHASISES the need for providing them with a status compatible with their responsibility within the Industry.

The Conference therefore

RESOLVES TO RECOMMEND that the ITF conducts an enquiry into the ways and means of achieving this.

188.

RECOGNIZING the importance of the functions of Flight Operations' Officers to the safe and efficient operation of civil aircraft, and

NOTING the ambiguities in ICAO Annexes 1 and 6 in relation to their employment and licensing,

**UNDERLINING** the need for removing any misunderstandings which refer to this important category of operations personnel,

**THIS ITF Civil Aviation Section Conference**, representing all categories of Civil Aviation Personnel, meeting in Stuttgart, 21 to 23 October 1964,

**RESOLVES TO RECOMMEND** to ICAO to make the appropriate amendments in Annexes 1 and 6, applicable to Flight Operations Officers, to provide:—

1. That all flight supervision be performed by Flight Operations Officers, and
2. That Flight Operations Officers shall all be licensed.

**189.**

**THIS ITF Civil Aviation Section Conference** representing Civil Aviation Personnel in 14 countries and held in Stuttgart 21 to 23 October 1964,

**CONCERNED** with the circumstances under which the UTA DC 6 crash occurred on 2 October 1964,

**CONSIDERING** the various delays and difficulties that have surrounded the search for the lost aircraft,

**DEPLORING** the unverified and contradictory information that has been propagated by Spanish Civil Aviation Authorities, and

**APPRECIATING** the numerous complaints from airline crew members regarding communications and navigational aids in Southern Spain,

**CALLS** on the ITF Secretariat to draw the attention of ICAO to these complaints with a view to having an enquiry into the efficiency of the Air Traffic Control system over Southern Spanish territory.

## VII

### RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

190.

#### ITF-ICFTU Relations

During the period under review a number of joint meetings have been held in Brussels between the ICFTU and ITS's to discuss the trade union situation in a number of countries. The first of these meetings held in September 1962 was concerned mainly with Turkey. The second held in December the same year considered surveys of the trade union situation in Southern Rhodesia, Kenya, Japan, Korea and Cyprus. Further meetings were held in September 1963, March 1964 and January 1965. Among the matters discussed were Latin America, Congo-Leopoldville, trade union education, Pakistan, Tanganyika, Malaysia, Algeria, the Joint ICFTU/ITS Programme for Southern Rhodesia, India and Greece.

191.

#### International Trade Secretariats

In April 1962 the ITF Executive Committee decided that the ITF should cease its participation in the work of the ITS Liaison Office in Geneva. The Board was of the opinion that the Office no longer served a useful purpose and that liaison between the ITSs collectively and the ICFTU could be maintained by more effective and less expensive means. Accordingly, although the ITF was represented at subsequent ITS General Conferences, the ITF Representatives did not at these Conferences participate in any discussions or decisions relating directly to the work of the Liaison Office.

On 30 and 31 October 1962, an ITS Conference on Regional Affairs took place in Geneva. The Conference decided: to instruct the ITS Liaison Office, in consultation with the ICFTU, to arrange for a "collective representative" of certain ITSs to go to East Africa "for a limited period"; to instruct the Office "to make a study on how best the ITS could be informed about social repercussions of European integration, namely the Common Market"; and to seek the setting up of a "service . . . in co-operation with the ICFTU, for the purpose of collecting all information on ITS activities in developing countries" and to recommend "that each ITS should make known to this service, through the ITS Liaison Office in Geneva, any projects intended to be undertaken in this field".

A motion from the Public Services International proposing the winding up of the ITS Liaison Office, the ending of ITS representation on ICFTU bodies, and the substitution for the present arrangements of an informal annual ITS conference at which no "conclusions or decisions" would be adopted, was defeated.

Thirteen ITSs were represented at the Conference. The Chair was taken by Brother Poulsen of the Food and Drink Workers' International.

On 30 and 31 July 1963, an ITS General Conference took place in Geneva. The ITF was represented by the General Secretary and the Vice-President, Brother Dübby.

The Conference adopted the report on activities of the ITS Liaison Office; agreed to establish an "information group" to gather information on vocational training schemes and make suggestions on the recruitment of personnel for such projects by the United Nations and other agencies; rejected the substance but approved the spirit of a proposal to set up an "ITS International Action Committee" to coordinate action on disputes in international companies; and adopted two resolutions, one calling for greater ITS participation in vocational training programmes and the other asking the ICFIU to allocate as much money as possible for the provision of trade union education.

The Conference also took note of the action taken by the International Solidarity Fund Committee at its meeting in June on requests from ITSs and of the decision to set up a small sub-committee to consider the general principles and practices governing assistance from the International Solidarity Fund to ITSs. This sub-committee was composed of Brother Rosenberg of the German DGB, Brother Woodcock of the British TUC and the ITS representatives on the International Solidarity Fund Committee. Its conclusions were to be submitted to the ISFC.

Towards the end of the period under review it was becoming clear that the majority of ITFs considered that the Liaison Office in Geneva was no longer necessary and were considering alternative arrangements for facilitating relations with the I.O and other inter-governmental organizations in Geneva and for dealing with relations between the ICFIU and the ITSs collectively.

## 192.

### **International Federation of Commercial, Clerical and Technical Employees (IFCCTE)**

Following a decision by the ITF Executive Board in May 1963, a circular was sent out on 2 July 1963 to affiliated civil aviation unions advising them that the IFCCTE proposed to hold a Civil Aviation Conference and requesting them to protest to the IFCCTE against entering into the ITF's field of jurisdiction. A number of organizations, including the German Public Services and Transport Workers' Union (OeTV), the Swedish Transport Workers' Union, the Canadian Brotherhood of Railway, Transport and General Workers and the Netherlands Inland Transport Workers' Union, subsequently informed us of action taken in response to our circular. The General Secretary also exchanged correspondence with the General Secretary of the IFCCTE setting out in full the reasons for the Executive Board's decisions on this matter.

Subsequently, on 7 April 1964, a delegation from the Executive Committee of the IFCCTE met the ITF Management Committee to discuss the differences of opinion between the ITF and the IFCCTE

over the latter's decision to convene this Civil Aviation Conference.

The ITF side put the view that the ITF alone was qualified to deal with matters of concern to civil aviation employees of any kind, and that, if there were civil aviation workers represented in the IFCCTE, the best answer to the jurisdictional difficulties their presence presented would be for them to join the ITF. The IFCCTE delegation was unable to accept this suggestion. Essentially a craft organization, much of the IFCCTE's membership was of a kind that could be assimilated in a number of other ITS's once the principle implicit in the ITF's proposal was conceded. Its whole *raison d'être* would be undermined. After the ITF side had rejected a proposal for a joint conference, on the grounds that it would be of doubtful value, both sides agreed there was no mutual ground on which to base further discussions and they would report to their Executive bodies on the amicable failure of the meeting.

193.

### **Committee of ITF Unions in the European Economic Community**

The bodies of this Committee are the Presidium, the Co-ordination Committee and the General Assembly. Since October 1961 the Presidium has been composed of Brothers Ph. Seibert (German Railwaymen's Union, GdED), President, P. Felce (French Transport Workers' Union) and H. Koppens (Netherlands Inland Transport Workers' Union), Vice-Presidents, the Secretary, Th. Rasschaert, and the General Secretary of the ITF. The Co-ordination Committee consists of two representatives of ITF unions from each of the six countries, whilst all unions are represented in the General Assembly. At the end of 1964, Brother Rasschaert, who is Secretary of the European Trade Union Secretariat and had been working part-time for the Committee of ITF Unions, resigned his position with the latter and was replaced by Brother B. Jonckheere, who is also working for the European Trade Union Secretariat and will now be working part-time for the Committee of ITF Unions. We should like to record here our warmest gratitude to Brother Th. Rasschaert for his work over the past seven years.

The European Economic Community has, in the period covered by this report, gone through its greatest crisis since it was founded on 1 January, 1958. At the end of 1964 it was possible to say that this crisis had been overcome. The crisis was brought about originally in January 1963 by the abrupt termination through the action of President de Gaulle of France of negotiations concerning British entry to the EEC. As a result, parallel negotiations between the EEC and the governments of other EFTA countries concerning membership of or their association with the EEC also came to an abrupt end. This was a severe blow for the ideal of European unity and the consequences are still appreciable today. The first important progress following these events was registered in December 1964 when, after long negotiations, the Council of Ministers of the EEC reached agreement on cereal prices.

The work of the Committee of the ITF Unions in the EEC has also suffered by this prolonged deterioration in the atmosphere within the EEC. The Committee of ITF Unions has used this period to resolve various aspects of the common transport policy and social harmonization in the transport section and to clarify the trade union point of view on

these matters. Those sections of the ITF which are concerned with these activities have been kept currently informed. During the period covered by this report the following developments are of particular significance: MAY 1962: Action Programme of the Commission of the EEC on a Common Transport Policy.

NOVEMBER 1962: Treaty of Association between the EEC and Greece. Subsequently, the invitation extended to ITF affiliates in Greece to take part in the work of the Committee of ITF Unions.

DECEMBER 1962: Conference on Social Security with the participation of transport workers' trade unions.

JANUARY 1963: Termination of negotiations between the EEC Council of Ministers and the Government of the United Kingdom on the latter's membership of the EEC (see following resolution).

MAY 1963: Five Proposals by the EEC Commission relating to the Common Transport Policy including measures on social harmonization.

MAY 1963: General Assembly of the Transport Workers' Trade Unions in the EEC. Invitation of representatives of trade unions from other European countries.

DECEMBER 1963: Round Table Conference on Social Policy in Transport, with substantial participation of ITF unions.

MARCH 1964: Turkey deposits instruments of ratification concerning the associate membership of Turkey with the EEC.

JULY 1964: Creation of an extended executive of the free trade unions within the EEC, grouping, in addition to the representatives of national centres, one representative from each of the industrial committees of the EEC (transport, agriculture, manufacturing industry, building and wood-workers, food stuffs, tobacco and catering, metal, commercial employees and technicians) with a view to achieving improved co-ordination of the work of the various bodies.

SEPTEMBER 1964: The Co-ordination Committee protests to the President of the EEC Commission on the long drawn out consideration of social problems in transport.

DECEMBER 1964: The great success achieved within the Council of Ministers by reaching, after long negotiations, agreement on cereal prices.

On 31 January 1963 the Presidium of the Committee of ITF Unions in the European Economic Community published the following statement concerning the termination of negotiations with Great Britain:

**Statement on the breakdown of negotiations with Great Britain**

The Committee of ITF unions in the Community, taking note of the suspension of negotiations with Great Britain, regrets that the parties concerned have been unable to reach agreement when the vital interests of each of them and of Europe as a whole are at stake.

The Committee decides, in concert with the whole of the European Trade Union Movement, to support every effort which may be made to find a basis for agreement which would lead to a Europe united politically and economically and closely associated, as equal partners, with the United States.

The Committee will also in future make its full contribution to the common transport policy and the upward harmonization of social



conditions, the two aims of the EEC which most directly concern transport workers and which must be put into effect as quickly as possible.

In these efforts, the Committee will reinforce its close relations with ITF-affiliated transport workers' unions in European countries not yet members of the Community.

At the end of 1964 the Commission had begun investigations into working conditions in road transport, rail transport and inland waterway transport. It was expected that the final report on road transport would be ready in the spring of 1965, whilst the reports on the two other means of transport were hardly likely to be ready before autumn 1965.

The Committee and its various working parties have been constantly concerned with the trade union aspects of the developments mentioned above. A detailed statement of the views of the ITF affiliates on problems arising within the EEC was adopted by the Assembly in May 1963. This statement was sent to European affiliates and published in the ITF Press Report.

## VIII

### RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

Various aspects of our relations with inter-governmental organizations which are the prime concern of particular ITF Sections are dealt with elsewhere in this report. Thus, developments with regard to the convening of an ILO Committee of Experts to deal with working conditions in urban transport services are given in the report of the Road Transport Workers' Section. (112)

The work of the ILO in the maritime sphere is dealt with in the Report of the Seafarers' Section, as is the subject of ITF relations with the Inter-Governmental Maritime Consultative Organization (IMCO).

The Report of the Seafarers' Section also deals with the work of the Customs Cooperation Council. (158)

The Report of the Inland Navigation Section deals with certain aspects of our relations with the ILO and the Central Rhine Commission. The Reports of the Dockers' and Fishermen's Sections also deal with particular aspects of our relations with the ILO and with the World Health Organization (WHO).

The Report of the Civil Aviation Section refers to our relations with the Inter-Governmental Civil Aviation Organization (ICAO) and the ILO. (179, 180)

Approaches to the United Nations Economic and Social Council are dealt with in the Special Seafarers' (168) and Fishermen's (174) Section Reports.

194.

### INTERNATIONAL LABOUR ORGANIZATION

#### Proposals by the Director-General concerning the work of the ILO Industrial Committee.

The Report of the Director-General to the 48th International Labour Conference, 1964, contained in Chapter IX "Methods of dealing with Industrial and Regional Problems", a number of suggestions with regard to the future of the ILO Industrial Committees. The Report suggested that the ILO's machinery for dealing with industrial problems had not kept pace with current needs and that it was worth considering whether certain broad questions which interest many branches of the economy at the same time should not be dealt with at joint meetings of Industrial Committees or through research or other means. It was further suggested that on matters of an essentially technical nature a small meeting of experts could be of very substantial assistance "since the conclusions and recommendations emanating from such meetings might be expected to be more detailed and of more immediately practical value than those which a more delicately balanced membership such as is sometimes found in an Industrial Committee could hope to draft as the outcome

of much give and take". A new approach to the work carried out up to now would entail more frequent use of smaller technical or regional meetings which, very often, would not be on a tripartite basis, and fewer meetings of Industrial Committees.

In his address to the Conference, the General Secretary of the ITF, who attended as an observer, emphasized the paramount importance of upholding the tripartite character of the work of the ILO and strongly criticized the apparent implications of these proposals to whittle away the functions of the system of Industrial Committees. He began by pointing out what appeared to be a fundamental misconception in the Report of the rôle of Industrial Committees. The emphasis seemed to be on questions of industrial development and development planning in general, whereas in fact the Industrial Committees were a forum for discussing the social problems of individual industries. The "new approach" advocated in the Report appeared to involve making a distinction between "industrial" workers and other undefined workers and creating the impression that industrial workers were a group apart who could be treated as such for purposes of convenience, and could indeed be lumped together because they had certain problems in common.

"The latter point is an especially specious argument", Brother de Vries continued, "since there is hardly a single problem particular to an individual industry which at the same time does not also have some general aspect. But this is to evade the whole spirit behind the workers' original demand for the creation of Industrial Committees.

"Such Committees were not requested for the purpose of discussing the general or common problems of industry, but to deal with the special problems of individual industries."

Going on to comment on the Report's proposal that committees of experts might take over the discussion of "technical" questions at present dealt with by the Industrial Committees, Brother de Vries said that it could be argued that all subjects discussed within the Industrial Committees were "technical" since those aspects of them which were of interest to members of the Committees were, in fact, particular to an individual industry. "Are subjects of direct interest to the regularly constituted Industrial Committees now to be handed over for discussion—and presumably also for decision—to ad hoc groups of experts who (in the words of the Report) would not represent any particular organizational interest but would, on the contrary, have the opportunity (again in the words of the Report), to give full rein to their individual contribution?"

There was a formal logic in the idea that experts might be able to produce more detailed and practical conclusions and recommendations than the delicately balanced membership of an Industrial Committee. However, "it is very similar to the argument that an appointed government of experts is more capable of running a country efficiently than one elected by the vagaries of democratic suffrage. None of us here would seriously propose this as a solution to our own country's problems and I would say, with equal bluntness, that it is not acceptable as a means of solving the social problems of individual industries within the ILO. . . . It is quite clear that the ultimate responsibility for reaching conclusions and making recommendations must remain with the Industrial Committees, which, with their tripartite composition and universal

character are fully in accord with the spirit of the ILO Constitution and the Declaration of Philadelphia.

“We cannot hand these prerogatives over to small anonymous groups of technocrats speaking solely as individuals and lacking either responsibility or authority. The workers’ representatives within the ILO are not independent agents who are there for the purpose of expressing personal beliefs and idiosyncracies; they have an obligation to their memberships—those millions of workers for whom the ILO is supposed to exist—and they are mandated to carry out the job entrusted to them by those memberships and to put forward views on the most urgent international problems of their industries which are a distillation of those held by workers throughout the world.

“There is a further factor which is somewhat glossed over in the Report, when the Director-General is arguing that the Industrial Committees are not as effective as they might be. It is, however, a very important one and one to which my organization has repeatedly drawn attention in recent years. In his Report, the Director-General writes: ‘Indeed, there is some feeling that some agenda items considered by Industrial Committees in recent years have lacked the importance and urgency which is essential if the Committee is to have a provocative discussion and to reach substantive conclusions.’ Let me say at once that the workers are very much in favour of lively and even uninhibited discussion within the Committees, but that they do not always get as much of it as they would like. We do not, however, think that the explanation given by the Director-General for the lack of provocative discussion is the real one. There are many controversial issues which we should like to see placed on the agenda of ILO Conferences, but unfortunately it must be said quite bluntly that it is precisely such issues which are carefully shunted off the track when the Governing Body comes to take its decisions on the composition of the agendas, largely as the result of pressure by the employers and also—I am sorry to say—by some governments. . . .

“The ILO cannot survive, let alone do its work effectively, if its efforts are consistently directed into comparatively harmless channels and all discussion and decision is reduced to the lowest international common denominator. Unfortunately, it has all too often been our experience that not only is it hard to get controversial items accepted for discussion at Industrial Committees; it is often equally difficult to ensure that items eventually discussed are treated in a robust and realistic manner. Following the last Inland Transport Committee, for example, we in the ITF found it necessary to complain very bitterly about the way in which resolutions presented by the Workers’ Group were either rejected completely on the grounds that they were not receivable or were so emasculated by the Committee of Five that they became meaningless or no more than pious expressions of hope. We pointed out in fact that this system seems to be developing into a kind of gutting machine whose object seems to be to throw away the fish and keep the bones—and sometimes not even them!

“We also emphasized that there was still a great deal which could be done to streamline the proceedings of Industrial Committee meetings and to ensure that much more of their time is spent in doing the work for which they are intended. At present, far too much of it is wasted

on purely procedural matters and in listening to general statements in plenary session which often have very little direct relevance to the questions on which decisions have to be taken. The result of this extremely time-consuming process is that a Session begins in very leisurely fashion and continues in this way until the real work begins in the sub-committees. Once that point is reached, the delegates, the official committees and the Office are all engaged in a breathless race to complete their work before the Session is scheduled to end.

“The workers—and particularly those organized in the International Transport Workers’ Federation—believe passionately that if the Industrial Committee system is used effectively and aggressively, as it was intended to be used, then its results will more than justify its existence. Before we consider ways of modifying it, of whittling down its functions, or quietly letting it bleed to death, let us try to get back to its original purpose, that of providing a lively, controversial forum in which real negotiations can be carried on with the aim of achieving real solutions to real problems.”

195.

#### **Inland Transport Committee.**

*Developments since the Seventh Session of the Inland Transport Committee held in May 1961*

The last Report on Activities contained a detailed report on the very disappointing Conclusions (No. 74) adopted by the Seventh Session of the Inland Transport Committee on the social consequences of changing methods and techniques in railways and road transport. Resolutions adopted by the ITF Railwaymen’s and Road Transport Workers’ Sections were forwarded in the same year to the Director-General of the ILO, Mr. David A. Morse. In a detailed memorandum, dated 15 February 1963, we put forward a request, in accordance with these resolutions, that the Eighth Session of the Inland Transport Committee should be convened in 1965. In the same memorandum, we also stressed the desirability of convening, before the next Session of the Inland Transport Committee an *ad-hoc conference* with a limited number of participants with a view to reaching a compromise settlement of the differences outstanding from the Seventh Session of the Inland Transport Committee. The results of this *ad-hoc conference*, we suggested, should then be submitted to the Eighth Session of the Inland Transport Committee in the General Report. This would allow the Inland Transport Committee to resolve with dignity the existing differences and to proceed to new tasks. Our proposal was not accepted. Parallel approaches to the International Union of Railways (UIC) met with equally little success, in view of the refusal of the General Secretary of the UIC, M. L. Armand, to enter into discussions with the ITF concerning the Conclusions which had been adopted by the Inland Transport Committee against the divergent views of the Workers’ Group. Our attempts to reach a compromise had thus come to nothing. The conclusions adopted in May 1961 by the ILO Inland Transport Committee have no significance for the ITF. The views of our affiliates are those contained in the ITF Social Charter on the Modernization and Rationalization of Railways. The Eighth Session will show whether it is advisable to attempt to pro-

ceed with the agenda without first resolving these fundamental differences.

Our proposal to convene the Eighth Session of the ILO Inland Transport Committee in 1965 met with just as little success. Within the Governing Body of the ILO there was greater support for the convening of sessions of other ILO Industrial Committees. This has shown how necessary it is for our affiliated organizations in countries which are represented on the Governing Body of the ILO to maintain constant contact with these representatives in order to secure their support for our proposals. Accordingly, we have provided all affiliates with a list of members and deputy-members of the ILO Governing Body and intend to keep affiliates currently informed concerning our approaches to the ILO.

In the memorandum which we submitted in February 1963, we proposed that the following two items should be placed on the agenda of the Eighth Session of the ILO Inland Transport Committee:

- (a) Problems of collective bargaining in important transport services, with special reference to trade union rights, conciliation and arbitration machinery;
- (b) Working Conditions in urban transport services.

The Employers' Group within the Governing Body were disposed in principle to accept the first proposal. Our second proposal, however, met with the same opposition from them that has been in evidence since 1951. As a result of the efforts of our friends within the Governing Body of the ILO, it was possible to reach, at the end of 1963, a compromise decision that this second proposal would be dealt with, not by the Inland Transport Committee, but by a Committee of Experts. (112)

It was now necessary to make a new proposal for the third item on the agenda. The proposals made at the Seventh Session of the Inland Transport Committee concerning the agenda for the next session included the item: inland navigation questions with special reference to the developing countries. This, we decided, was the most appropriate proposal and informed the International Labour Office accordingly. At the meeting of the ILO Governing Body held in May 1964 it was decided provisionally that the Eighth Session of the Inland Transport Committee would be convened in 1966, subject to agreement being reached between the representatives of the employers and the workers on the agenda, a subject on which the two sides were still sharply opposed.

Following detailed discussion which took place between the General Secretary of the ITF and the Director-General of the ILO in May 1964, we submitted to the latter a detailed list of questions which the ITF wished to have dealt with by the ILO in one way or another, including proposals for matters to be dealt with in the Inland Transport Committee. In November 1964 it was possible, as a result of the efforts made by our friends in the ILO Committee on Industrial Committees and in the Governing Body to reach an agreement which went a long way towards meeting the wishes of the employers. These wanted the agenda to be limited to questions involving one means of transport, because they felt that the appointment of delegations to the Inland Transport Committee would otherwise lead to considerable difficulties.

It was, therefore, necessary for us to drop our proposal on inland navigation and to limit the first proposal to railways alone. The agenda for the Eighth Session of the Inland Transport Committee, which it is intended to convene most probably in the second half of 1966, is, therefore as follows:

1. General Report, dealing particularly with the following questions:
  - (a) steps taken in the different countries in the light of the Conclusions adopted at previous sessions of the Committee;
  - (b) steps taken by the Office to carry out the studies and inquiries proposed by the Committee; and
  - (c) recent events and developments in inland transport.
2. Methods of collective bargaining and settlement of disputes in rail transport.
3. Pay structure in rail transport.

Consideration of the General Report will provide an opportunity of considering the controversial Conclusions adopted in May 1961 and the results of the meeting of the Committee of Experts on Working Conditions in Urban Transport Services which is to take place in May 1965. In a letter which we wrote to the International Labour Office in December 1964 we expressed regret at the deletion from the agenda of the proposed item dealing with inland navigation questions. We proposed that the ILO should, in good time before the Eighth Session of the Inland Transport Committee in 1966, carry out an investigation into the problems of workers in inland navigation, with special reference to the developing countries, and report back to the Eighth Session of the Inland Transport Committee. This would provide a good basis for dealing with these questions at a later session. At the time of writing this report, we had not yet received the views of the ILO on our proposal.

At this point, we would like to express our appreciation of the assistance we have received in our various approaches to the ILO from Bros. J. Möri (Chairman of the Workers' Group on the Governing Body of the ILO), R. Faupl (United States' Workers' Representative on the Governing Body), A. Heyer (ICFTU Liaison Office, Geneva) and B. Seidman (AFL-CIO Economic Representative in Europe).

196.

#### **UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE (ECE)**

The last Report on Activities contained a detailed account of the nature of our participation in the work of the subsidiary bodies of the Inland Transport Committee (the Sub-Committees on Road and Rail Transport and the various Working Parties). We are therefore limiting ourselves on this occasion to reference to the spheres in which we have taken part in the work of the ECE during the period covered by this report and to the results of our activities.

197.

#### **AETR-European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport**

In previous Reports on Activities we have described the complex series

of events leading to the adoption of this important Agreement. During the period covered by this Report the Agreement was finalised on 19 January 1962, whereupon it was put forward for signature by member governments of the ECE by 30 June 1962. By this latter date, the Agreement had been signed by 8 countries: Belgium, France, Federal Germany, Luxembourg, Netherlands, Poland, Sweden and the United Kingdom. In order to enter into force, however, the Agreement has to be ratified by the governments, with the further stipulation that not less than 3 of the countries depositing instruments of ratification must constitute a geographical entity, i.e. these countries must have common frontiers. Once this provision has been met, a formal decision can be taken to bring the Agreement into effect, whereupon, after a further period of 180 days has elapsed, the Agreement is to be implemented by the states who have ratified it.

It was intended to convene in July 1964 a Diplomatic Conference to take a formal decision on the entry into effect of the AETR. It was not possible to take such a decision because an insufficient number of countries had deposited instruments of ratification. In conjunction with a meeting of the ECE Sub-Committee on Road Transport held in November 1964, a further Diplomatic Conference took place in Geneva in order to take a decision on the entry into force of the Agreement. Once again, this decision could not be taken because only France, the Netherlands and Yugoslavia had ratified the Agreement and Spain had attached certain reservations to its ratification of the Agreement, the validity of which had yet to be decided because the Spanish Government had submitted them too late.

These developments are extremely regrettable. The ITF Road Transport Workers' Section and the Secretariat have made use of every opportunity to promote the implementation of this Agreement even though the trade unions by no means feel that the AETR is a very progressive instrument. However, in view of the absence up to now of any international instrument whatsoever regulating working hours, rest periods, driving hours, and making provision for enforcement machinery, the AETR does represent a considerable advance which is also to be welcomed from the point of view of securing an improvement in road safety. It became clear that the opposition to ratification emanated from the employers' organizations who are not at all well-disposed to having standards laid down in respect of rest periods, maximum driving hours, manning standards and provisions stipulating that crews of vehicles must carry individual control books. Trends in the same direction could be noted within the administrative bodies of the European Economic Community opposing ratification of the AETR by member states of the EEC on the grounds that it was not progressive enough and that the EEC consequently should establish something better.

We hope that it will be possible in 1966 to secure the requisite number of ratifications in order to bring about a formal entry into effect of the AETR. At the end of 1964 it appeared that the necessary conditions for early ratification existed in Federal Germany and Switzerland at least. Other states will soon follow, once the Agreement is actually in force.

In view of its great importance, we are reproducing below the text of the most important provisions of the AETR.



# EUROPEAN AGREEMENT CONCERNING THE WORK OF CREWS OF VEHICLES ENGAGED IN INTERNATIONAL ROAD TRANSPORT (AETR)

## **The Contracting Parties,**

BEING DESIROUS of promoting the development and improvement of the international transport of passengers and goods by road,

CONVINCED of the need to increase the safety of road traffic, to make regulations governing conditions of employment in international road transport in accordance with the principles of the International Labour Organization, and jointly to adopt certain measures to ensure the observance of such regulations,

HAVE AGREED as follows:

## **Article 1**

### **Definitions**

For the purposes of the present Agreement,

(a) the term "vehicles" means motor vehicles and their trailers, including semi-trailers, as defined by article 4 of the Convention on Road Traffic dated 19 September 1949;

(b) the expression "road transport" means

(i) any journey by road of a vehicle, whether laden or not, which is used for the carriage of passengers and which has more than eight seats in addition to the driver's seat;

(ii) any journey by road of a vehicle, whether laden or not, which is intended for the carriage of goods;

(iii) any journey which involves a journey as defined in either (i) or (ii) above as well as, immediately before or after the said journey, the conveyance of the vehicle by sea, rail, air or inland waterway;

(c) the expression "international road transport" means road transport, as defined in paragraph (b) of this article, which involves the crossing of at least one frontier;

(d) the term "driver" means any person who drives the vehicle, even for a short period, or who is carried on board the vehicle in order to be available for driving if necessary.

## **Article 2**

### **Scope**

1. The present Agreement shall apply in the territory of each Contracting Party to all international road transport operations performed by a vehicle registered in the territory of the said Contracting Party or in the territory of any other Contracting Party.

2. Nevertheless,

(a) if in the course of an international road transport operation the driver does not leave the national territory in which he is normally employed, the Contracting Party to which that territory belongs shall be free not to apply to him the provisions of the present Agreement; in addition, such Contracting Party shall in such a case be free likewise not to apply the provisions of article 16 if the vehicle does not cross its frontier by road in either direction during the transport operation in question;

(b) unless the Contracting Parties whose territory is used agree otherwise, the present Agreement shall not apply to the international transport of goods by road performed by a vehicle having a maximum permissible weight not exceeding 3.5 tons;

(c) each Contracting Party shall be free not to apply the provisions of the present Agreement to international road transport operations performed in exceptional cases by vehicles not usually engaged in international road transport in its territory;

(d) two Contracting Parties with adjoining territories may agree that the provisions of the domestic laws and regulations of the country in which the vehicle is registered and the provisions of arbitral awards and collective agree-

ments in force in that country shall alone be applicable to international road transport operations confined to their two territories, if the vehicles concerned

— do not travel, while in one of these territories, beyond a zone contiguous to the frontier and defined by agreement between the two Contracting Parties as a *frontalier zone*, or

— cross one of these territories in transit only;

(e) Contracting Parties may agree that the provisions of the domestic laws and regulations of the country in which the vehicle is registered, and the provisions of arbitral awards and collective agreements in force in that country, shall alone be applicable to certain international road transport operations confined to their territories and covering a distance of less than 100 km. from the point of departure to the point of arrival of the vehicle.

### Article 3

#### Transport operations performed by vehicles registered in the territories of non-contracting countries

1. Each Contracting Party shall apply in its territory, in respect of international road transport operations performed by a vehicle registered in the territory of a country which is not a Contracting Party to the present Agreement, provisions at least as strict as those which, with due regard to articles 14 and 15, are laid down in article 13, paragraphs 1, 2, 5 and 6, and in articles 6, 7, 8 and 16 of the present Agreement.

2. Nevertheless, any Contracting Party shall be free not to apply the provisions of paragraph 1 of this article.

(a) to international goods transport operations by road performed by a vehicle whose permissible maximum weight does not exceed 3.5 tons;

(b) to international road transport operations performed in exceptional cases by vehicles not usually engaged in international road transport in its territory;

(c) to international road transport operations confined to its territory and to the territory of an adjoining country which is not a Contracting Party to the present Agreement, if the vehicles concerned do not, while in its territory, travel beyond a zone contiguous to the frontier and defined as a *frontalier zone*, or if they cross its territory in transit only.

### Article 4

#### General Principles

1. In all international transport operations to which the present Agreement applies, the undertaking and the driver shall observe, in the matter of hours of work, rest periods and driving periods, the rules laid down by the domestic laws and regulations in the district in which the worker is normally employed and by the arbitral awards or collective agreements in force in that district; the hours of work, rest periods and driving periods shall be calculated in conformity with the said laws and regulations, arbitral awards or collective agreements. In addition, in so far as the rules thus applicable are not at least as strict as the provisions of articles 6, 7, 8 and 9 of the present Agreement, the latter provisions shall be observed.

2. No Contracting Party shall, except by agreement between the Contracting Parties concerned or except to the extent that, pursuant to article 2, paragraph 2, of this Agreement, certain provisions of the Agreement are not applied, enforce observance of the provisions of its domestic laws and regulations regarding the matters dealt with in the present Agreement by undertakings of another Contracting Party or by crews of vehicles registered by another Contracting Party, in cases where the said provisions are stricter than those of the present Agreement.

### Article 5

#### Conditions to be fulfilled by drivers

1. No driver of a vehicle shall be under 21 years of age.

2. Drivers of vehicles shall be responsible and trustworthy. They shall possess sufficient experience and the qualifications indispensable for the performance of the services required.

## Article 6

### Daily rest period

1. Every driver shall have had at least ten consecutive hours of rest in the period of twenty-four hours preceding any time when he is driving the vehicle. However,

(a) the rest period of at least ten consecutive hours may be reduced to eight consecutive hours not more than once in any period of seven days;

(b) if a vehicle is manned by two drivers,

(i) where the vehicle has a bunk enabling whichever of the two is not driving to lie down comfortably it shall suffice if each driver has had at least eight consecutive hours of rest in the period of thirty hours preceding any time when he is driving the vehicle;

(ii) in other cases it shall suffice if each driver has had at least ten consecutive hours of rest in the period of twenty-eight hours preceding any time when he is driving the vehicle.

2. The rest periods specified in paragraph 1 of this article shall be taken outside the vehicle; however, if the vehicle has a bunk enabling the driver to lie down comfortably, they may be taken on that bunk, while the vehicle is at a standstill; during these rest periods the driver shall be completely off duty and shall not be bound to remain on or near the vehicle, subject to the proviso that he must previously have taken all appropriate steps to ensure the safety of the vehicle and of its load.

## Article 7

### Maximum driving periods

1. No driver shall drive a vehicle continuously for more than five hours. A driving period shall be deemed to be continuous unless there is an uninterrupted break of at least thirty minutes.

2. The total driving time for any driver shall not exceed nine hours in any period of twenty-four hours.

## Article 8

### Exceptional cases

The transport time tables shall be so arranged as not to involve any departure from the provisions of articles 6 and 7 of the present Agreement. Nevertheless, provided that there is no detriment to road safety, the rest periods specified in article 6 may be reduced and the driving periods or total driving time specified in article 7 increased in cases of *force majeure*, unforeseen delays encountered on the road or unforeseen events, to the extent necessary to ensure the safety of the vehicle, its passengers or its load and to enable the driver to reach a suitable stopping place or, according to circumstances, the end of his journey.

## Article 9

### Weekly rest period

Every driver shall be granted fifty-two rest days in a calendar year, if possible at the rate of one day per week. As a general rule, these weekly rest periods shall be taken at the driver's place of residence. The weekly rest period shall be of twenty-four consecutive hours and, as a general rule, it shall be immediately preceded by the daily rest period. The weekly rest period shall be granted whenever possible on a Sunday or a public holiday.

## Article 10

### Wages and allowances

1. Wages and benefits, and allowances of all kinds, shall not be less favourable than those established in accordance with the provisions of domestic laws and regulations, arbitral awards or collective agreements for the class of work concerned in the district in which the worker is normally employed.

2. The average number of hours of work per week above which overtime is

payable shall not, however, exceed forty-eight hours, this average period being calculated according to the period laid down in the domestic laws and regulations, arbitral awards or collective agreements governing overtime in the district in which the worker is normally employed.

3. In addition, in cases where the said domestic laws and regulations, arbitral awards or collective agreements do not provide for the payment of allowances in the event of travel abroad, every driver shall receive in respect of such travel an allowance sufficient to enable him to defray the cost of three meals a day and lodging.

## **Article 11**

### **Sickness and industrial accidents**

In cases where a driver, as a consequence of his work, is outside his country of residence and suffers an industrial accident or suffers from a sickness attested by a medical certificate, he shall, in so far as corresponding benefits are not granted to him under domestic laws or regulations or by virtue of an international agreement, be provided at his employer's expense with

(a) any medical care which he may in fact require;

(b) any other benefit to which he would have been entitled under the domestic laws and regulations which would have been applicable if the accident or sickness had occurred in his country of residence;

(c) board and lodging until his state of health permits him to return to his place of residence, the liability of the employer for the payment of these benefits being limited to six months in cases where it is established that the driver's sickness resulted from a previous condition and would have occurred even if he had not left his country of residence;

(d) transport to his place of residence.

## **Article 12**

### **Return to place of residence**

If the journey is interrupted for a reason beyond the control of the driver, and if it is impossible for him to return to his place of residence in the vehicle under his charge, he shall be entitled to the return journey at his employer's expense and in accordance with the latter's instructions.

## **Article 13**

### **Individual control book of driving staff**

1. Every driver shall keep in an individual control book as he proceeds a record of his hours of work, driving periods and rest periods. He shall keep the book with him and produce it whenever required.

2. The specifications with which the control book must comply and the instructions for keeping the record are set out in the annex to the present Agreement.

3. Every undertaking shall keep a "register of issue" of the control books which it uses; the register shall show at least the name of the driver to whom the book is issued, the driver's acknowledgment of receipt, the number of the book, the date of issue and the date of the last completed daily sheet.

4. Undertakings shall keep the used books for a period of at least twelve months and shall produce them along with the registers of issue at the request of the official inspectors.

5. Even if the domestic laws and regulations of the country in which the driver is normally employed do not prescribe an individual control book for road transport operations which are not international, the driver shall carry a book containing complete entries concerning his activity during the seven days preceding that on which the international transport operation began.

6. It shall be open to any Contracting Party, in the case of a vehicle registered in a country which is not a Contracting Party to this Agreement, to require, in lieu of the individual control book, merely papers made out in the same form as the book's daily sheets.

## Article 14

### Non-wage-earning drivers

The provisions of the present Agreement, with the exception of articles 9, 10, 11 and 12, shall apply to non-wage-earning drivers, including owners driving their own vehicles.

## Article 15

### Other members of the crew

The provisions of the present Agreement, in so far as they relate to drivers, shall, with the exception of those of articles 5 and 7, also apply to attendants. The term "attendant" means any person present on a vehicle for the purpose of helping the driver in the performance of certain manoeuvres, and any wage-earning member of the crew of a vehicle engaged in goods transport, if that person or crew-member, although not a driver within the meaning of the definition given in article 1 of the present Agreement, normally takes an active part in transport operations.

## Article 16

### Minimum crew

The following vehicles shall carry two drivers, or a driver and an attendant:

(a) any drawing vehicle to which more than one trailer or semi-trailer is coupled;

(b) any drawing vehicle used for the transport of passengers to which a trailer other than a semi-trailer is coupled, if the permissible maximum weight of the trailer is more than 2.5 tons;

(c) any drawing vehicle to which a trailer, other than a semi-trailer, with a permissible maximum weight of more than 5 tons is coupled, if the permissible maximum weight of the combination of drawing vehicle and trailer exceeds 15 tons.

## Article 17

### Enforcement of the Agreement

1. Each Contracting Party shall adopt all appropriate measures to ensure the observance of the provisions of the present Agreement. The competent administrations of the Contracting Parties shall keep one another informed of the general measures adopted for this purpose.

2. Each Contracting Party reserves the right to refuse to allow undertakings or drivers found guilty of breaches of the Agreement to perform any subsequent international transport operations in its territory.

3. The Contracting Parties shall assist one another with a view to the correct application of the Agreement and to effective control; each Contracting Party undertakes, in particular, to carry out sample inspections of individual control books to verify that the provisions of this Agreement are being observed during international road transport operations performed by vehicles registered in its territory.

4. If a Contracting Party discovers a breach committed by a person residing in the territory of another Contracting Party, the administration of the first Party shall inform the administration of the other Party of the breach discovered and of the penalty, if any, imposed.

## Article 18

### Final provisions

1. The present Agreement shall be open until 30 June 1962 for signature, and thereafter for accession, by countries members of the Economic Commission for Europe and countries admitted to the Commission in a consultative capacity under paragraph 8 of the Commission's terms of reference.

2. The Agreement shall be ratified.

3. The instruments of ratification or accession shall be deposited with the Secretary-General of the United Nations in the manner provided for in paragraphs 4 and 5 of this article.

4. On the expiry of two years after 30 June 1962, or at an earlier date if at least three of the countries referred to in paragraph 1 of this article so request, the Secretary-General of the United Nations shall invite the governments of the countries referred to in paragraph 1 to send representatives to a meeting to consider whether it is possible and expedient to bring the Agreement into force, having regard to whether or not the countries prepared to deposit their instruments of ratification or accession are contiguous. If at that meeting at least three countries deposit their instruments of ratification or accession, the Agreement shall enter into force between them on the one hundred and eightieth day after the deposit of the said instruments; if this condition is not fulfilled, no instrument of ratification or accession shall be deposited, a further meeting shall be convened by the Secretary-General when three of the countries referred to in paragraph 1 so request and the Agreement shall enter into force on the one hundred and eightieth day after the deposit at that meeting of at least three instruments of ratification or accession.

5. Each country which ratifies or accedes to the present Agreement after at least three countries have deposited their instruments of ratification or accession at the meeting provided for in paragraph 4 of this article shall become a Contracting Party to the Agreement on the one hundred and eightieth day after its ratification or accession.

The Annex to the Agreement contains instructions for use of the individual control book. This document was drafted at a Meeting of Experts held under the auspices of the ILO and in which the ITF also participated. In addition there is a Protocol of Signature which stipulates *inter alia* that, once the Agreement has entered into force, consideration will be given to the possibility of replacing the individual control book by tachographs fitted to vehicles or supplementing the individual control book with such tachographs. In addition, a number of reservations have been registered by individual governments, most of them relating to definite periods of time.

We would like to take this opportunity of placing on record our gratitude to all those who have always shown great sympathy for our efforts in relation to this Agreement. Among them are many representatives of governments within the ECE Inland Transport Committee and the Sub-Committee on Road Transport as well as M. Le Vert, the Director of the ECE Transport Division and other officials of the Transport Division. We are also grateful to the Swedish Government, the only government to include a representative from a transport workers' union, in this case, Brother S. Lundgren of the Swedish Transport Workers' Union, in the delegation it sent to take part in these important negotiations. This has often been of considerable assistance to the ITF representative when dealing with difficult questions.

198.

### **The Construction of Drivers' Cabs of Lorries, Tractors and Taxis**

A special Working Party of experts appointed by the Sub-Committee on Road Transport is dealing with the construction of vehicles. A large number of recommendations relating to lighting, brakes, direction indicators, safety belts, etc., have been drafted by this group of experts. In December 1960 we requested the Sub-Committee on Road Transport to include the construction of vehicles in the working programme of this group of experts, particularly those aspects which are important from

the point of view of the safety of the professional driver. We were requested to submit details of our views in writing. Following an inquiry among affiliated organizations and consideration of this question within the Section Committee, we were able to submit on 1 June 1962 an extensive memorandum to the Transport Division of the ECE. Our memorandum contains suggestions relating to the drivers' cabs of lorries (impact stability, the steps used for entering and leaving the vehicle, doors, noise levels, driver's seat and space available for other occupants, bunks, heating and ventilation, visibility and instruments and general equipment), for buses (the provision of a screen between the driver's compartment and the passenger compartment, microphones and the use of these whilst a vehicle is in motion), taxis (the provision of a protective screen to protect the driver against criminal assault), and tractors (reinforced frames to afford the driver protection in the case of overturning and the fitting and arrangement of driver's seats). This memorandum was based in the main on inquiries and measures carried out in Sweden and Federal Germany.

The Working Party limited itself initially to considering the impact stability of driver's cabs in the event of the vehicle overturning, of heavy objects falling on the roof of the cab and the displacement of loads. The representatives of the vehicle manufacturers, who have their own international organization and participate in the work of the Working Party, were requested to draft a report on this subject. They were not at all enthusiastic and at a following session stated that they were unable to do this. A reference to the inquiries carried out in Sweden and the regulations which had been introduced there brought a glib rejoinder that they would not bother to export lorries to a country which imposed such exacting standards. We therefore requested the Sub-Committee on Road Transport to instruct the group of experts to continue its work even without the report of the vehicle manufacturers. The Sub-Committee complied with this request and, at the meeting held in September 1964, the vehicle manufacturers stated their readiness to participate in the examination of the stability of driver's cabs in the case of shifting of loads. This problem and further questions were submitted to a Group of Rapporteurs for further study and an ITF representative was invited to take part in the work of the Group of Rapporteurs. After a rather difficult beginning, therefore, the way is now at least open for consideration of our proposals. At the time of writing, the Group of Rapporteurs had not yet met.

## 199.

### **ADR-European agreement on the International carriage of dangerous goods by road**

This Agreement was signed in Geneva in September 1957. Since then, it has been regularly revised by a special group of experts and supplemented by extensive Annexes. Annex A contains provisions on dangerous substances and articles whilst Annex B contains provisions relating to articles of transport equipment. The Secretariat has drawn the attention of affiliates to Annex B which does not, as its title would suggest, only deal with transport equipment as such, but also with numerous aspects which concern the driver's safety, duties and responsibilities. Following approaches by various members of the Road Transport Workers' Section Committee to the authorities in their respective

countries, it was agreed not to proceed for the moment with approaches to the ECE, since Annex B was still under consideration. The Section Committee was to deal with this question again in February 1965.

200.

### **The Introduction of Automatic Couplings on European Railways (69, 82)**

The ECE Sub-Committee on Rail Transport has, in the period covered by this report, devoted considerable attention to this question. In the report on the Railwaymen's Section, we dealt with the Information Meeting of November 1962 which was brought about under the auspices of the Sub-Committee. At present we are engaged in attempts to attain satisfaction on the demands set out in the resolution adopted on this subject by the ITF Railwaymen's Conference held in Stockholm in May 1964, the text of this resolution having subsequently been submitted to the Sub-Committee (82).

201.

### **EUROPEAN CONFERENCE OF MINISTERS OF TRANSPORT (ECMT)**

Nothing could better demonstrate the increasing importance of international activity in the transport sector than the steady expansion in the working programme of the ECMT since its foundation in 1953. The investigations and discussions at ministerial level and the decisions which are finally adopted in the form of recommendations to governments have repercussions in all the countries concerned. The ECMT is a body composed of the European member states of the Organization for Economic Co-operation and Development (OECD), together with Yugoslavia. These governments are clearly convinced that all important measures concerned with transport must be planned through international agreement.

Unfortunately, in spite of the importance of its activities, the ECMT has not yet been able to accord those organizations which are interested in its work the effective form of participation which one might have expected in this age of democratically inspired governmental organizations. Most meetings of Ministers, Deputy Ministers and of the various Working Parties take place behind doors which are closed to us. We are only invited to certain meetings of the Investments Committee, in addition to which we have an opportunity once a year of presenting to the Bureau, which consists of the President, two Vice-Presidents and General Secretary of the ECMT, our views on the questions raised in the current Annual Report and to put forward any proposals. We use this opportunity regularly to urge the need for a better system of co-operation. So far, our efforts have not met with any success.

Under the title, "The ECMT and the Major Transport Problems", the working programme of this organization is set out in the Tenth Annual Report of the ECMT:

- I. GENERAL TRANSPORT POLICY.
- II. INVESTMENT POLICY.



### III. FINANCING OF INVESTMENT.

### IV. LONG-TERM TRAFFIC FORECASTS.

### V. SPECIAL ASPECTS OF GENERAL TRANSPORT POLICY.

#### (a) Railways:

- Financial situation of the railways—Summary of measures taken by Member countries in response to Resolutions Nos. 10 and 12 of the Council of Ministers (Normalization of Accounts);
- Standardization of rolling stock;
- Introduction of automatic coupling.

#### (b) Roads and road transport:

- Prevention of road accidents;
- Co-ordination of road traffic rules;
- Standardization of weights and dimensions of road vehicles;
- Standardization of road traffic dues.

#### (c) Inland Waterways:

- Development of the "pusher" technique;
- Classification of waterways and Standardization of boats;
- Organization of Rhine navigation;
- General study on the role and prospects of inland waterways.

#### (d) Pipeline transport.

#### (e) Urban transport.

#### (f) Abatement of noise caused by surface transport.

#### (g) Coordination between surface and air transport.

In November 1963 the Council of Ministers adopted an outline plan on general transport policy and a general programme of measures to improve road safety. These two documents indicate that the Council of Ministers is not interested in producing final solutions as quickly as possible, but rather convinced of the need for lengthy investigations and discussions of the various aspects before it is possible to formulate compromise proposals on possible solutions of these questions. The outline plan on general transport policy lists no less than 22 individual items which have to be resolved individually. These also include aspects of social policy. The general programme of measures to improve road safety is even more comprehensive. It lists 41 aspects, including regulation of the issue of drivers' licences, the entry into effect of the AETR, the reinforcement of enforcement machinery with regard to regulations relating to road transport, the use of lorries at weekends, the influence of heavy lorries on accident rates, accidents involving tankers and the withdrawal of drivers' licences. The items we have referred to show that a great number of aspects are dealt with by the ECMT which are of importance to the trade unions.

Using the modest measure of influence we are able to exert in the ECMT, we have, in the period covered by this report, presented verbally and in writing our views on individual questions included in the working programme and have submitted to the Council of Ministers resolutions adopted by our Section Conferences. In particular, we have submitted our views on the financial state of the railways, the training of professional drivers in road transport, restrictions on the use of lorries at weekends, the introduction of automatic couplings and the weights and

dimensions of lorries. Further details are set out in the part of this report dealing with the sections concerned.

On the occasion of a reception given to international organizations by the Bureau of the ECMT on 4 December 1964, we proceeded, after giving a concise statement of our views on individual questions, to plead once again for the establishment of a better system of co-operation in the work of the ECMT. We proposed the adoption of a form of procedure similar to that used by the United Nations Economic Commission for Europe (ECE). This would allow the ECMT to decide which organizations should be accorded consultative status and at the same time to establish to which meetings of bodies of the ECMT (Committee of Deputies, individual working parties) these organizations should be admitted. International organizations enjoying this status could then decide on the basis of the agenda of these meetings whether to attend or restrict themselves to submitting a written statement of views.

The present state of affairs cannot be satisfactory in the long run. This is particularly true as far as the ITF is concerned because over the past three years we have noted on more than one occasion that the interests we serve in our capacity as the most important international organization of transport workers unions in the ECMT member-states have, on occasions, been adversely affected by the failure of the ECMT to accord us consultative status.

From 5 to 9 October 1964 there took place in Strasbourg a Symposium on "Theory and Practice in Transport Economics" which had been organized by the ECMT with the collaboration of the OECD and the Council of Europe. The ITF had been invited to send up to three participants. The meeting heard addresses by prominent academics and experts from various countries, the emphasis being placed on theory rather than practice with a distinct bias towards "laissez-faire" principles. Discussion on the addresses was limited in most cases to a few minutes, which somewhat reduced the value of the Symposium. The Symposium concluded with addresses by the General Secretary of the OECD, T. Kristensen, the General Secretary of the Council of Europe, P. Smithers, and an ambitious summary of the proceedings by the General Secretary of the International Union of Railways (UIC), L. Armand, advocating the setting up of a European Institute of Transport with its headquarters in Strasbourg. The ITF was represented by the Chairman of the Road Transport Workers' Section, H. Koppens, W. Mikkelsen, of the Economic Division of the German Railwaymen's Union, and the Section Secretary, H. Imhof. The group of trade union representatives appeared extremely small when compared with the number of representatives from employers' circles.

202.

## COUNCIL OF EUROPE

The ITF has not the facilities to follow the far-reaching activities by those bodies of the Consultative Assembly of the Council of Europe which deal with transport questions. This is particularly regrettable because these questions are dealt with in the Council of Europe in a truly European spirit by renowned political personalities who spare

themselves no effort to bring about the practical application in their own countries of the decisions taken at European level.

An opportunity for the ITF to participate in the work of the Council of Europe presented itself in April 1962, when the Road Safety Committee, a subsidiary body of the Consultative Assembly, organized a conference to which the ITF and many other international organizations were invited. We were requested to draw up a Conference Document on the training of professional drivers and to submit our views on this question to the conference. We willingly complied with this request and the ITF was represented by Brothers H. Koppens and H. Imhof. The memorandum submitted by us to the conference was approved by the following meeting of the ITF Road Transport Workers' Section Committee in May 1962.

### 203.

#### INTERNATIONAL ATOMIC ENERGY AGENCY

The resolution on the transport of radio-active materials adopted by the ITF Congress in Helsinki expressed the view that transport workers should be properly consulted about regulations concerning the safe transport of radio-active materials; set out a number of principles which should be taken into consideration in the drawing up of such regulations; and asked the Secretariat of the ITF to bring the resolution to the notice of the International Atomic Energy Agency (IAEA).

The principles adopted in Helsinki, which had been formulated at a Joint Conference of the different sections of the ITF interested in the matter, called for: special training in the handling of radio-active materials during transport; formal guarantees in respect of packing and safety measures; regular medical inspection of the personnel concerned; provision for special compensation and social guarantees pending attainment of the final objective; and provision and maintenance of special protective equipment.

The resolution was subsequently communicated to IAEA through the ICFTU. In their reply, the IAEA pointed out that the regulations for the safe transport of radio-active materials were based on the principle that all forms of land, water and air transport should be fitted technically in such a way that the transport workers concerned would need no kind of special protection, being so worded that only in very exceptional cases, set down separately in the regulations, can transport workers be regarded as persons handling radio-active materials. The IAEA experts were therefore of the opinion that the requirements of the ITF resolution were unnecessary, except for that concerning packaging and safety precautions.

It will be recalled that the IAEA drew up a set of international regulations which were issued as recommendations to governments and international transport organizations in 1961. In 1962 the IAEA began work on a revision of these recommendations and the Body of Governors approved the revised text in 1964. The final text was to be published in 1965. In May 1963 the ITF drew the attention of affiliates to the IAEA recommendations and action being taken to revise them, as well as to the comments made by the IAEA on the ITF resolution. Affiliates were invited to submit any views and suggestions they would like to be

taken up with the IAEA and to inform the ITF whether they considered the present IAEA regulations to be satisfactory from the transport workers' point of view. Replies received from affiliates indicated that national authorities were consulting the interests concerned, including the unions, in the adoption of regulations based on the IAEA recommendations and that unions would refrain from technical comment until further experience had been gained in this field.

204.

## **ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD)**

### **Transport Workers' Seminars in Greece and Turkey**

During 1963 and 1964, the Assistant General Secretaries of the ITF, Brother H. Imhof and Brother L. White, have delivered lectures at a series of seminars organized by the Organization for Economic Cooperation and Development (OECD) and the Turkish and Greek National Centres for the officials of transport workers' trade unions in Greece and Turkey. The first of these, in which Bro. Imhof and Bro. K. A. Golding, Secretary of the ITF Research and Publication Department, took part, was held at Izmir, Turkey, from 16 to 21 September 1963 and was attended by thirty officials of the Turkish Railwaymen's Federation. The subjects dealt with by the ITF representatives were the history, development and present structure of the ITF, current ITF activities, transport policy and the railways and railwaymen's negotiating rights. Subsequently, seminars on a similar pattern were organized for Greek Railwaymen at Chalkis from 2 to 6 December 1963 (lectures were given by Bro. Imhof and Bro. W. Meier, Secretary of the Swiss Railwaymen's Federation); for Turkish Seafarers at Istanbul from 9 to 14 December (lectures were given by Bro. White and Bro. J. Nash, Research Officer of the British National Union of Seamen); for Greek Dockers at Chalkis from 28 to 31 January 1964 (lectures were given by Bro. White and Bro. F. Koch of the German Transport and Public Service Workers' Union); for Turkish Seafarers at Istanbul from 18 to 21 February (attended by Bro. White and Bro. F. Laurent, Member of the ITF Executive Board and Management Committee); for Turkish Road Construction Workers at Kayseri from 25 to 28 February (lectures were given by Bro. Imhof and Bro. Laurent); for Turkish Railwaymen at Malatya from 3 to 6 March (lectures were given by Bro. Imhof and Bro. Laurent); and for Greek Railwaymen at Salonika from 14 to 17 April 1964 (lectures were given by Bro. Imhof).

## IX

### RELATIONS WITH OTHER INTERNATIONAL ORGANIZATIONS

205.

#### International Railway Congress Association (IRCA)

The aim of this organization, which has its headquarters in Brussels, is to promote the development of rail transport by holding regular congresses and through its publications. In 1962, the IRCA's membership was made up of railways, unions of railways and governments from 65 countries. Since 1885 the Association has been holding regular congresses to deal with railway matters. The last Congress took place in Munich in 1962. The ITF was invited as a guest. The Section Secretary attended the Congress for several days during which he followed the work of the plenary session, certain committee meetings and took part in a number of technical excursions. In a circular sent out in April 1962, we requested affiliated organizations, in view of the importance of certain items on the agenda of the Congress, to approach the railway administration in their country with a request to include trade union representatives in the delegations which they were sending to the Congress. In certain countries these approaches were successful.

Our interest in the work of the IRCA was mainly concerned with questions of safety of operation in connection with the automation of traction units, rationalization measures involving the use of electronic devices, the co-ordination of main-line railway operations with urban transport services, the co-ordination of transport by road and by rail on branch lines as well as questions involving the training of staff. These and many other questions were the subject of extensive Conclusions adopted by the Congress. These Conclusions were later published in the monthly Bulletin of the Association in August 1962 (volume XXXIX, No. 8). The views contained in these Conclusions could prove extremely useful for affiliates in their negotiations.

The organization of the Congress was in every respect exemplary. The same applies to the technical excursions and the varied and interesting programme of entertainment. As far as we are concerned, however, the occasion was notable for the opportunity it presented to establish personal contacts with many leading figures from the railways of many countries.

## X

### MISCELLANEOUS

206.

#### **Proposed Cuban boycott**

In September 1962 Bro. J. Curran, President of the National Maritime Union of America, requested the ITF to convene the Dockers' and Seafarers' Sections to consider the adoption of a boycott against Cuba. After consultation with the President of the ITF and representatives of affiliated seafarers' and dockers' organizations, the General Secretary informed Bro. Curran of certain reasons why his suggestion could not be acted upon: seafarers on articles would be breaking the law by refusing to sail their ships even if they were carrying war materials, and dockers would have difficulty in identifying the destination of ships carrying war materials; moreover, the question was a purely political one and was therefore more within the province of the ICFTU than the ITF.

At its meeting in November 1962 the ITF Executive Board endorsed the General Secretary's action and at the same time adopted a resolution on Cuba expressing the hope that with the verified removal of the threat to the peace of the world represented by Soviet military bases in Cuba it would be possible to refrain from limitations on the basic freedom of international shipping to engage in legitimate trade not proscribed by national or international law, a freedom which had always been defended by the ITF as the only real safeguard guaranteeing all workers engaged in seafaring the right to earn their livelihood without restriction or discrimination.

On 5 August 1963 Bro. Curran wrote once again, informing us of a decision taken by the National Maritime Union, the International Longshoremen's Association, and the American Radio Association, to request that the question of Cuba should be placed on the agenda of the next meeting of the Seafarers' and Dockers' Sections. The General Secretary agreed to bring the matter to the attention of the Chairmen of the respective sections. The matter was subsequently considered by the Conference of the ITF Seafarers' Section which was held in Copenhagen in November 1963. The proposals of the National Maritime Union were noted but it was decided not to take any action on them.

At the meeting of the ITF Executive Board held in London from 2 to 4 November 1964, Bro. H. Hernandez drew the attention of the Board to a proposal made to the Venezuelan national centre (CTV) by the Venezuelan Port Workers' Federation (an ITF affiliate) that the CTV should initiate a boycott of vessels trading to and from Cuba. Venezuela was under attack from elements sustained by Cuba and, having rid themselves of one dictatorship, the Venezuelan people were determined not to succumb to another. Despite the action taken by the Organization of American States, a number of countries continued to trade with Cuba and it was against them that the boycott would be directed.

The General Secretary informed the Board that he had recently received a delegation which had included the President of the Venezuelan Port Workers' Federation and the General Secretary of the CTV and had explained to them the difficulty of the ITF's organizing and participating in boycotts of the kind planned in Venezuela. The delegation had also met representatives of the ICFTU and ICFTU-ORIT and had been told that its proposal would have to be considered by their Executive Boards.

In further discussion there was general agreement on the need to approach the Venezuelan dockers' proposal sympathetically, whatever the practical difficulties of giving it the ITF's active support.

The Executive Board adopted the following resolution:

The Executive Board of the ITF, meeting in London from 2 to 4 November 1964,

Having heard detailed reports from its Venezuelan member concerning the repeated attacks which have been made by the Communist-dominated government of Fidel Castro on the national sovereignty of Venezuela, including preparations for the landing of men and arms on the Venezuelan coast in order to promote subversion, sabotage and insurrection aimed at overthrowing the democratically-elected government of that country:

Strongly condemns these aggressive and unprovoked acts by the Cuban government and extends its sincere sympathy to the Venezuelan nation in its courageous fight against a discredited minority which, with foreign support, has turned to terrorism in a desperate attempt to achieve aims which have been utterly rejected by the people of Venezuela; and

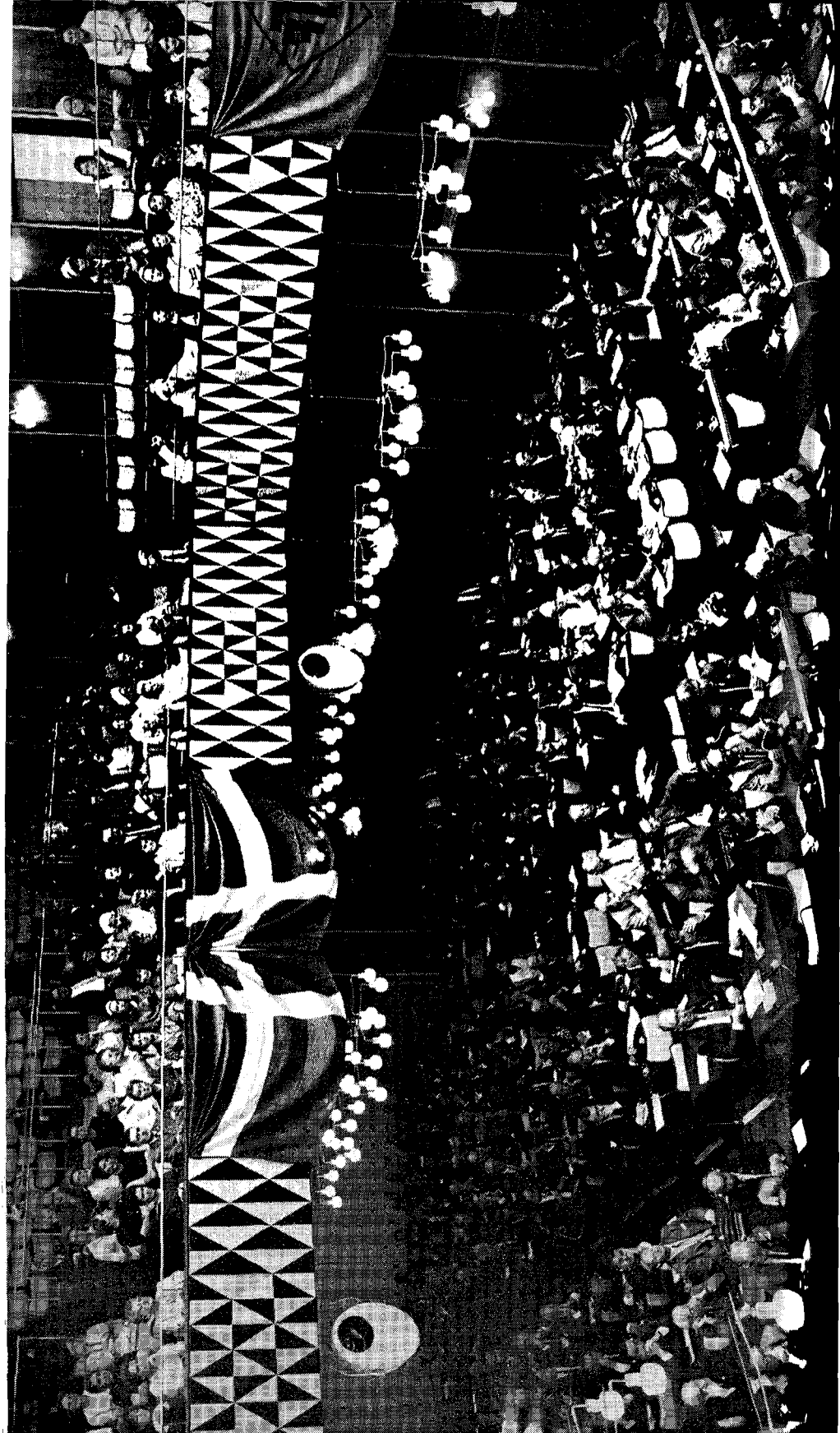
Expresses its deep admiration for the resolute and united stand taken by the Venezuelan nation in the face of continual provocations by the totalitarian régime based on Cuba.

Finally, the ITF Executive Board also expresses its sympathy and understanding for the boycott measures against ships trading with Cuba which the Venezuelan trade union movement is now considering to help protect the territorial integrity of their country and the democratic freedoms of its people.

## **207.**

### **Inquiry into Alleged Atrocities in Spain**

In July 1964 the General Secretary addressed a letter to the International Commission of Jurists calling for that body to carry out an enquiry into allegations that human rights have been violated in Spain. The letter referred to allegations concerning the mistreatment and torture of miners and others who were involved in the strikes which took place in the Asturias during the summer of 1963, as well as to accounts of similar atrocities against other groups which have been made public.

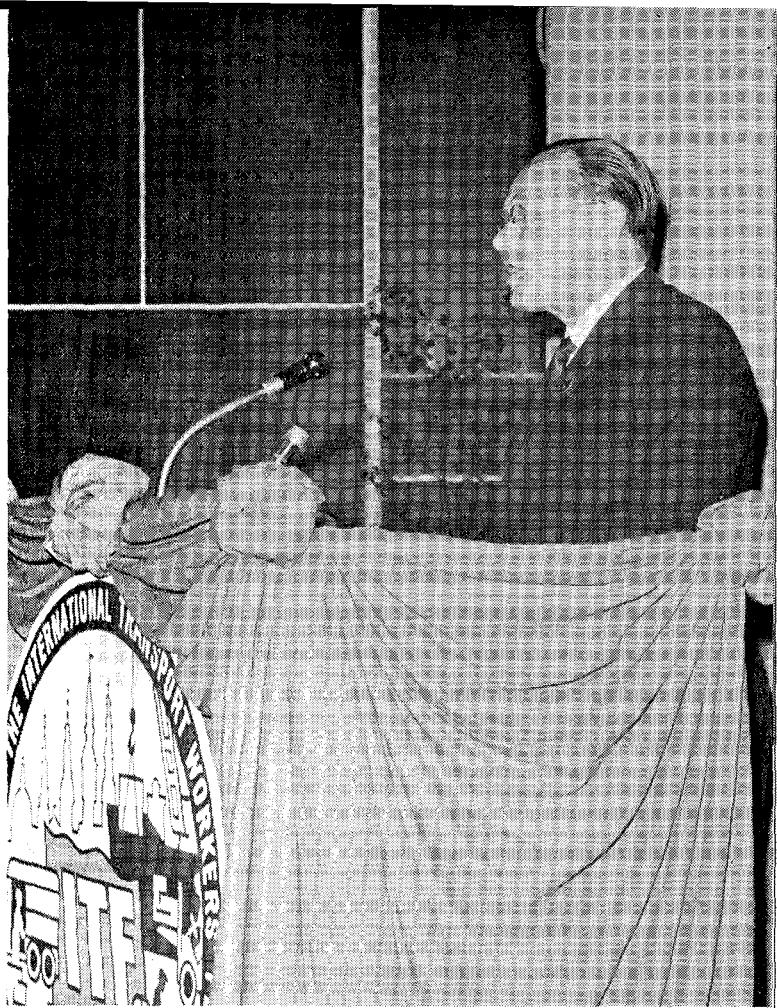


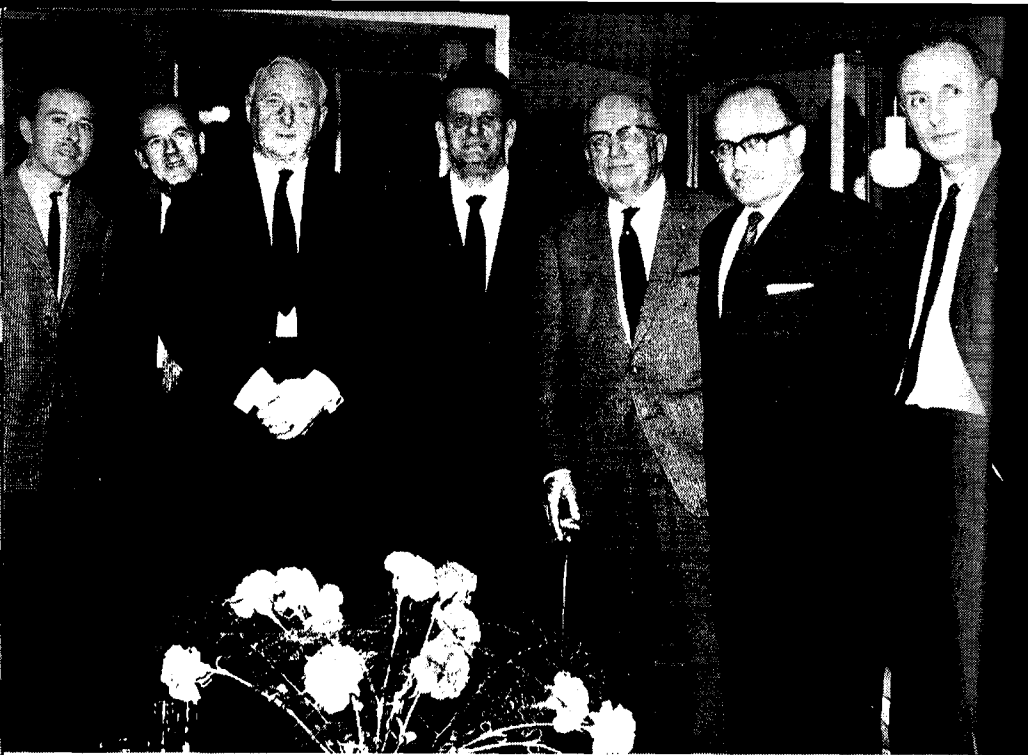


Previous page:  
Congress met in the  
Hus

At:  
Berthelsen, Chair-  
of the Danish  
ption Committee,  
Pressing Congress

ow:  
of the Danish  
gates

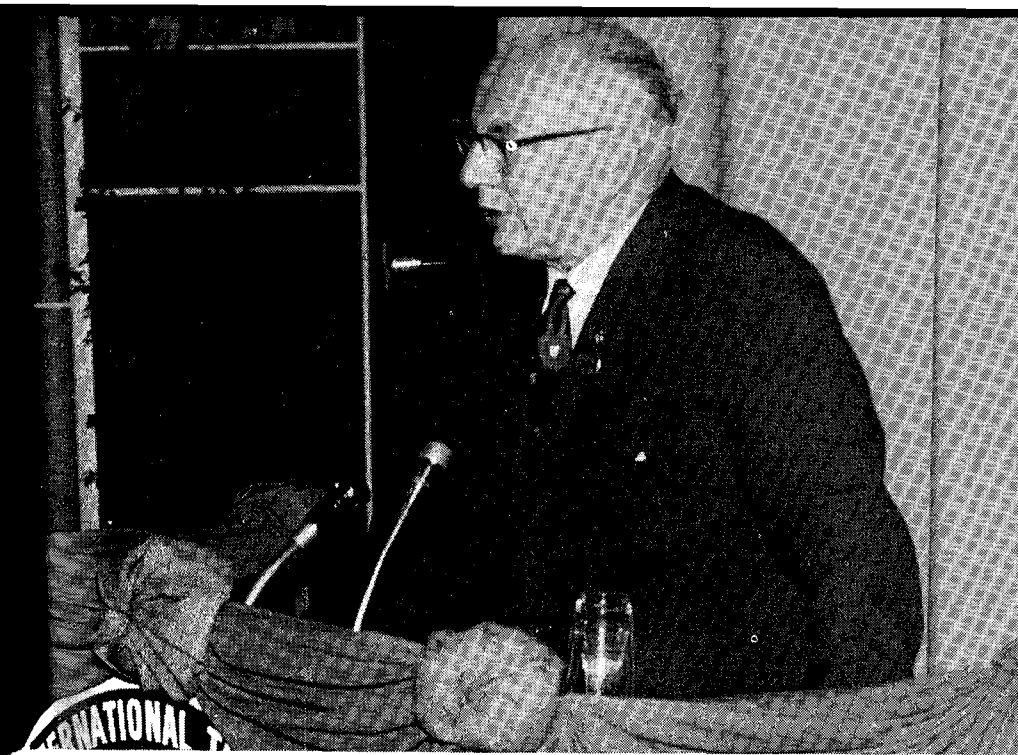




*President of the ITF, Hans Düby (centre), with, on his left, Pieter de Vries, former General Secretary; Hans Imhof, General Secretary; Ken Golding, Secretary of Research and Publications Department; and on his right Lawrence White, Assistant General Secretary; Robert Santley, Seafarers' Section Secretary; and Harold Lewis, Personal Assistant to the General Secretary.*

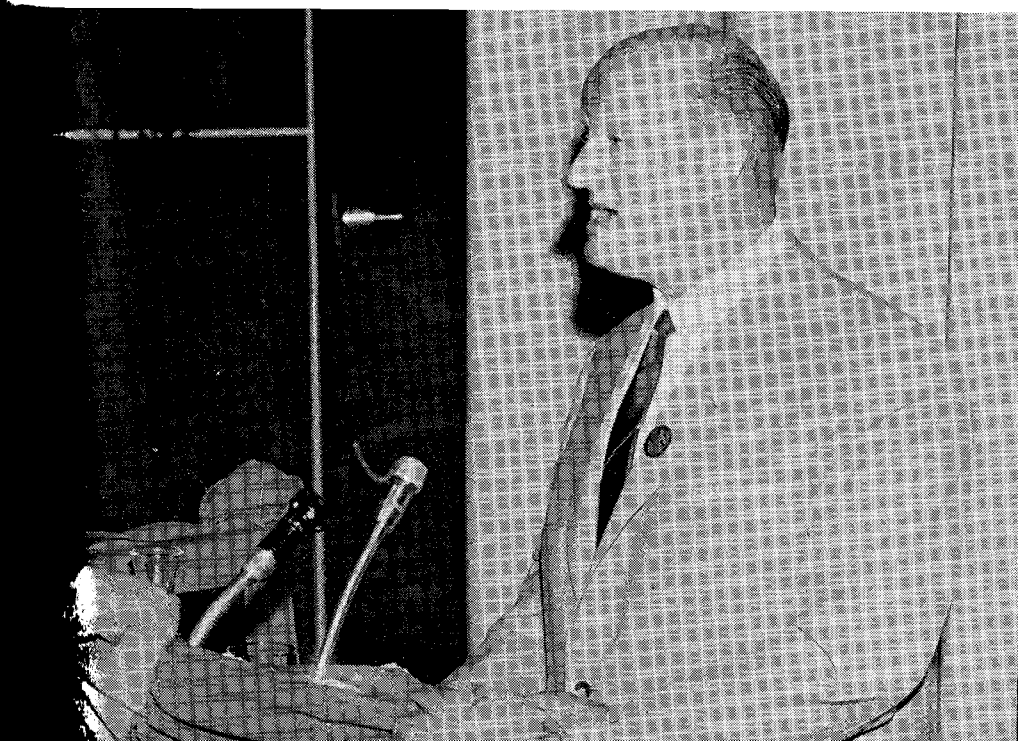
*The Congress dinner at the Folkets Hus*





*Frank Cousins M.P., United Kingdom*

*Philipp Seibert MdB, Federal Republic of Germany*





*Delegates at the Joint Conference of the Seafarers' and Dockers' Sections*

*Opposite: Delegates from the Latin American and Caribbean Region together with (left to right) Jack Otero, Director for the Region, Pieter de Vries, Hans Imhof, General Secretary, and H. Lewis, ITF Secretariat.*

*The Danish Railwaymen's Band which accompanied the all-day excursion on Sunday, 1 August*





# Financial Report

## for 1962, 1963 and 1964

### Introduction

### General Fund

In accordance with past practice, set out below are the annual figures for the past four years.

	<i>Total Income</i>	<i>Actual Expenditure</i>	<i>Expenditure including Depreciation, Provisions, etc.</i>	<i>Surplus(+) Deficit(-)</i>	<i>Overall Balance 31st Dec.</i>
	£	£	£	£	£
1961	76,539	74,398	75,498	+1,041	3,730
1962	84,714	85,060	86,310	-1,596	2,134
1963	82,999	73,938	81,914	+1,085	3,219
1964	76,007	75,621	79,179	-3,172	47

It will be noted that total income rose appreciably in 1962 and also that the expenditure increased by a greater margin in the same year. The increased income is accounted for by two factors:

1. An increase in affiliation fees.
2. A transfer of 20% of fees to the Edo Fimmen Free Trade Union Fund against 25% the previous year.

The latter factor was unchanged during 1963 and 1964.

The increase in expenditure is due very largely to the Helsinki Congress (£11,878), and in order that such material expenses may be distributed fairly evenly over the years between Congresses, in 1963 and 1964, included under expenditure are provisions of £3,000 in each year in respect of the current Congress. Although such annual provisions will reduce distortions, it is not enough to set aside to cover the cost of Congress.

The drop in income in 1964 is due to reduced affiliation fees, and a reduced amount of transfer from the International Seafarers' Assistance, Welfare and Protection Fund.

By adjusting the actual expenditure figures to ignore in 1961 expenses of £4,084 attributable to the International Seafarers' Assistance, Welfare and Protection Fund, and in 1962 the Congress expenses of £11,878, actual expenditure figures will read:

	£
1961	70,314
1962	73,182
1963	73,938
1964	75,621

This is, quite clearly, a rising tendency.

Finally, your attention is drawn to the fact that the balance of the General Fund has decreased from £3,730 at the beginning of 1962 to £47 at the end of 1964.

### **Special Funds**

Tables 2 to 5 give particulars of the special funds operated by the ITF during the three years, 1962 to 1964.

The Edo Fimmen Free Trade Union Fund continues to derive financial support from the ICFTU, and certain of our affiliates have been very generous, with the result that, along with special contributions for the financing of our Regional Affairs, we have been able to maintain a balance of over £9,000 in the three-year period.

It will be noted that loans made during the three years have been charged to the Fund, although it is not true expenditure, and consequently the real balance on the Fund is slightly understated.

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

In conclusion, we should like to put on record that the solidarity of our affiliates during the three years under review has continued to be a source of inspiration to us in the pursuance of our tasks.

PIETER DE VRIES,  
*General Secretary.*

May, 1965.

**REPORTS OF THE COMMITTEE OF AUDITORS  
ON THE FINANCIAL YEARS 1962, 1963 AND 1964**

---

We the undersigned have examined the accounts of 1962 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

We have discussed with the General Secretary's representative a number of questions and are satisfied that he and the Management Committee have the matters well in hand.

The Committee of Auditors.

Signed :

J. V. Bailey,  
R. J. Gunter,  
G. Lipman.

31st October, 1963.

We the undersigned have examined the accounts of 1963 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

We have discussed with the Finance Officer a number of questions and are satisfied that he and the Management Committee have the matters well in hand.

The Committee of Auditors.

Signed :

J. V. Bailey,  
G. Lipman.

9th November, 1964.

We the undersigned have examined the accounts of 1964 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

We have discussed with the Finance Officer a number of questions and are satisfied that he and the Management Committee have the matters well in hand.

Owing to unforeseen circumstances the absence of Mr. R. Gunter M.P., elected auditor, due to government duties has been noted.

The Committee of Auditors.

Signed :

J. V. Bailey,  
G. Lipman.

19th May, 1965.



# BALANCE SHEET AS AT 31 DECEMBER 1962

## CURRENT LIABILITIES

	£	£
<b>SUNDY CREDITORS:</b>		
General Accounts	7,147	
Advances	14,160	
Amounts owing on Current Accounts	910	
Affiliation Fees prepaid	1,167	
Contributions prepaid	1,326	
	24,710	
<b>FUNDS:</b>		
Seafarers' International Assistance, Welfare and Protection Fund	208,779	
Relief Fund	5,442	
Trade Union Foundation Fund	7,503	
Victims of Oppression Assistance Fund	1,811	
	223,535	
General Fund	2,134	225,669

## 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 Board 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 1962, (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 1962.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.

*Chartered Accountants.  
Auditors.*

Norwich House,  
13 Southampton Place,  
London, W.C.1.

## CURRENT ASSETS

	£	£
CASH AT BANKS AND WITH AGENTS	172,950	
CASH IN HAND, LONDON (including Foreign Currency)	908	
INVESTMENT: £7,044 3% British Transport Stock 1978/88 at Cost	4,774	
	178,632	
<b>SUNDY DEBTORS:</b>		
Affiliation Fees due	12,036	
Amounts due on Current Accounts	8,807	
Fund Contributions Receivable	15,670	
Staff Savings Account	1,199	
Advances	15,775	
Interest Receivable	1,320	
Prepayments	2,364	
	57,171	
STOCK OF PAPER AND STATIONERY	150	235,953

## FIXED ASSETS

<b>FURNITURE, FIXTURES AND OFFICE EQUIPMENT:</b>		
At cost less Sales	£9,708	
Additions during year	51	
	9,759	
Less: Accumulated Depreciation	6,731	
	3,028	
<b>MOTOR CAR at Cost</b>	1,741	
Less: Amount written off	1,100	
	641	
<b>LIBRARY at Nominal Value</b>	1	3,670
<b>EDO FIMMEN FREE TRADE UNION FUND (Debit Balance)</b>		3,253
<b>ASSETS HELD FOR TRADE UNION FOUNDATION FUND:</b>		
£11,052 3% British Transport Stock 1978/88 at Cost		7,503

General Accounts	9,688
Advances	10,196
Amounts owing on Current Accounts	469
Affiliation Fees prepaid	202
Staff Savings Account	4,779
	<u>25,334</u>
PROVISIONS	10,760
FUNDS:	
Edo Fimmen Free Trade Union Fund	7,190
Seafarers' International Assistance, Welfare and Protection Fund	212,964
Relief Fund	5,834
Trade Union Foundation Fund	7,503
Victims of Oppression Assistance Fund	1,787
	<u>235,278</u>
General Fund	3,219
	<u>238,497</u>

#### 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 Board 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 1963, (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 1963.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.

Chartered Accountants.  
Auditors.

Norwich House,  
13 Southampton Place,  
London, W.C.1.  
17th September 1964.

£274,591

CASH AT BANKS AND WITH AGENTS	119,932
CASH IN HAND, LONDON (including Foreign Currency)	780
INVESTMENT: £7,044 3% British Transport Stock 1978/88 at Cost	4,774
	<u>125,486</u>
SUNDRY DEBTORS:	
Affiliation Fees due	10,768
Amounts due on Current Accounts	11,739
Fund Contributions Receivable	5,000
Advances	7,556
Interest Receivable	1,330
Prepayments	416
	<u>36,809</u>
STOCK OF PAPER AND STATIONERY	75

162,370

#### FIXED ASSETS

FURNITURE, FIXTURES AND OFFICE EQUIPMENT:	
At cost less Sales	£10,066
Less: Accumulated Depreciation	7,231
	<u>2,835</u>

MOTOR CAR at Cost	1,152
Less: Amount written off	500
	<u>652</u>

LIBRARY at Nominal Value	1
	<u>3,488</u>

#### ASSETS HELD FOR FUNDS:

Trade Union Foundation Fund:	
£11,032 3% British Transport Stock 1978/88 at Cost	7,503
Seafarers' International Assistance, Welfare and Protection Fund	£53,154
Treasury Stock 2008/2012	50,000
49 Units Trade Union Unit Trust	51,230
	<u>101,230</u>

108,733

£274,591

## BALANCE SHEET AS AT 31 DECEMBER 1964

### CURRENT LIABILITIES

	£	£
<b>SUNDRY CREDITORS:</b>		
General Accounts	12,810	
Advances	5,334	
Amounts owing on Current Accounts	1,861	
Affiliation Fees prepaid	309	
	20,314	6,000
<b>PROVISIONS</b>		
Edo Fimmen Free Trade Union Fund	9,391	
Seafarers' International Assistance, Welfare and Protection Fund	201,909	
Relief Fund	6,068	
Trade Union Foundation Fund	7,503	
Victims of Oppression Assistance Fund	1,411	
	226,282	47
General Fund		226,329

### 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 Accounts 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 Board 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 explanations 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 1964, (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 1964.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.

*Chartered Accountants.  
Auditors.*

Norwich House,  
13 Southampton Place,  
London, W.C.1

### CURRENT ASSETS

CASH AT BANKS AND WITH AGENTS	89,514	£
CASH IN HAND, LONDON (including Foreign Currency)	612	
INVESTMENT: £7,044 3% British Transport Stock 1978/88 at Cost	4,774	94,900
<b>SUNDRY DEBTORS:</b>		
Affiliation Fees due	2,621	
Amounts due on Current Accounts	3,413	
Fund Contributions Receivable	12,097	
Advances	5,408	
Interest Receivable	1,615	
Prepayments	687	
	25,841	75
STOCK OF PAPER AND STATIONERY		120,816

### FIXED ASSETS

<b>FURNITURE, FIXTURES AND OFFICE EQUIPMENT:</b>		
At cost less sales	£11,181	
Less: Accumulated Depreciation	7,531	
	3,650	
MOTOR CAR	1,152	
Less: Amount written off	752	
	400	
LIBRARY at Nominal Value	1	4,051
<b>ASSETS HELD FOR FUNDS:</b>		
Trade Union Foundation Fund:		
£11,032 3% British Transport Stock 1978/88 at Cost	7,503	
Seafarers' International Assistance, Welfare and Protection Fund £53,154		
Treasury Stock 2008/2012	£50,000	
49 Units Trade Union Unit Trust	51,230	
£20,089 4% Exchequer Stock 1968	19,043	
	120,273	127,776

TABLE 1.

**INCOME AND EXPENDITURE FOR THE YEARS 1962, 1963  
AND 1964**

	1962 £	1963 £	1964 £
<b>INCOME</b>			
1. Affiliation fees ... ..	93,387	94,446	89,869
Less: Allocation to Edo Fimmen Free Trade Union Fund—20% ... ..	18,677	18,889	17,974
	<u>74,710</u>	<u>75,557</u>	<u>71,895</u>
2. Other Income ... ..	613	97	207
3. Allocation from International Seafarers' Assistance, Welfare and Protection Fund ...	9,391	7,345	3,905
	<u>£84,714</u>	<u>£82,999</u>	<u>£76,007</u>
<b>EXPENDITURE</b>			
<b>I. SALARIES AND ALLOWANCES</b>			
1. Salaries, National Insurance and Graduated Pension Contributions and Representation	39,449	41,129	43,420
2. Reports and Translations ... ..	309	200	411
<b>II. RENT, RATES AND OFFICE EXPENSES</b>			
3. London Office ... ..	3,946	4,042	4,490
4. New York Representation ... ..	1,001	723	—
5. Insurance ... ..	31	30	46
<b>III. TRAVELLING AND ENTERTAINMENT EXPENSES</b>			
6. Meetings and Conferences ... ..	20,981	10,016	10,402
7. Travelling Expenses ... ..	3,601	4,156	3,149
8. Entertainment Expenses ... ..	413	610	555
9. Motor Car Expenses ... ..	521	718	436
<b>IV. PUBLICATIONS, LIBRARY AND STATIONERY</b>			
10. Journals and Reports ... ..	9,057	7,234	6,921
11. ITF History ... ..	231	113	5
12. Subscriptions ... ..	328	334	421
13. Library ... ..	90	98	106
14. Stationery and Office Sundries ... ..	857	840	749
<b>V. POSTAGE, TELEPHONE AND CABLES</b>			
15. Postage ... ..	720	690	758
16. Telephone and Cables ... ..	1,545	1,807	1,878
<b>VI. ACCOUNTANCY, LEGAL AND GENERAL EXPENSES</b>			
17. Accountancy Fees ... ..	678	678	678
18. Bank Charges ... ..	180	151	123
19. General Expenses, Donations and Miscellaneous	356	327	1,112
20. Affiliation Fee payable ... ..	625	—	—
21. Exchange Differences ... ..	141	42	<span style="border: 1px solid black; padding: 2px;">39</span>
	<u>85,060</u>	<u>73,938</u>	<u>75,621</u>
Depreciation on Furniture, Fixtures and Office Equipment ... ..	500	500	300
Depreciation on Motor Car ... ..	750	716	252
Provision for 1965 Congress ... ..	—	3,000	3,000
Indonesian Railwaymen's Account—relations interrupted ... ..	—	3,760	6
	<u>£86,310</u>	<u>£81,914</u>	<u>£79,179</u>

TABLE 2.

## EDO FIMMEN FREE TRADE UNION FUND

	£	£
Balance at 1 January 1962 ... ..		9,835
CONTRIBUTIONS:		
Received from affiliated unions in 1962 ... ..	1,870	
Received from affiliated unions in 1963 ... ..	171	
Received from affiliated unions in 1964 ... ..	28	
	<hr/>	2,069
Grant from ICFTU International Solidarity Fund 1962 ... ..	23,064	
Grant from ICFTU International Solidarity Fund 1963 ... ..	15,000	
Grant from ICFTU International Solidarity Fund 1964 ... ..	15,000	
	<hr/>	53,064
Special 2d. Contribution from affiliated unions 1963 ... ..	18,869	
Special 2d. Contribution from affiliated unions 1964 ... ..	18,916	
	<hr/>	37,785
Allocation of 20% of 1962 affiliation fees ... ..	18,677	
Allocation of 20% of 1963 affiliation fees ... ..	18,889	
Allocation of 20% of 1964 affiliation fees ... ..	17,974	
	<hr/>	55,540
Grants from Swedish unions, collections of Soli- darity Fund 1962 ... ..	4,507	
Grants from Swedish unions, collections of Soli- darity Fund 1963 ... ..	6,719	
Grants from Swedish unions, collections of Soli- darity Fund 1964 ... ..	6,719	
	<hr/>	17,945
Special contribution from RLEA in 1962 ... ..		10,250
Contribution by various RLEA affiliated unions in 1964 ... ..		2,143
Contribution by Swedish Transport Salaried Staffs for Regional Activities in 1963 ... ..		2,583
Contribution by Swedish Seamen's Union towards cost of Asian Seamen's activities in 1963 ... ..		766
Contributions by Japanese unions towards cost of Asian Advisory Committee meeting in 1963 ... ..		586
Asian Advisory Committee—contributions 1964 ... ..		103
Asian Seamen's Appeal—contributions 1964 ... ..		1,110
Hong Kong Organizing Drive—contributions 1964 ... ..		1,657
		<hr/> <hr/>
		£195,436
EXPENDITURE IN 1962, 1963 AND 1964:		
REGIONAL AFFAIRS		
REGIONAL OFFICES		
African Office, Lagos ... ..	16,060	
Asian Offices—Singapore ... ..	4,379	
—Hong Kong ... ..	4,092	
—Kuala Lumpur ... ..	3,056	
Japanese Office, Tokyo ... ..	10,637	
Latin American Offices, Lima and Rio de Janeiro ... ..	62,214	
	<hr/>	100,438
Deficiencies in connection with Latin American Office (Lima) and cost of enquiry thereof ... ..	7,684	
	<hr/>	108,122
Carried forward ... ..		108,122

## GRANTS AND EXPENSES

	£	£
Brought forward ...		108,122
<b>African Region</b>		
Grants per Schedule ... ..	2,952	
Individual donations ... ..	777	
Assistance towards attendance of delegates at Helsinki Congress ... ..	1,468	
Travel in region ... ..	5,362	
Representation—W. Townsend ... ..	14,561	
	<hr/>	25,120
<b>Asian Region</b>		
Grants per Schedule ... ..	636	
Individual donations ... ..	101	
Assistance towards attendance of delegates at Helsinki Congress ... ..	1,407	
Travel in region ... ..	5,997	
Representation—ICFTU ... ..	69	
Asian Advisory Committee meetings ... ..	5,076	
Asian Seamen's Committee meetings ... ..	1,112	
Hong Kong Organising Drive ... ..	551	
	<hr/>	14,949
<b>European Region</b>		
Grants per Schedule ... ..	1,442	
Contribution towards Transport Committee of ITF affiliates in Common Market countries ... ..	1,428	
Travel in region ... ..	522	
	<hr/>	3,392
<b>Latin American and Caribbean Region</b>		
Grants per Schedule ... ..	1,311	
Individual donations ... ..	335	
Assistance towards attendance of delegates at Helsinki Congress ... ..	1,375	
Travel in region ... ..	19,211	
	<hr/>	22,232
<b>Head Office Expenses</b>		
Director of Regional Affairs—Salary ... ..	3,635	
Secretarial and Office Services ... ..	3,092	
Rent, Stationery, Telegrams and Office Sundries ... ..	973	
Travel, Entertaining ... ..	2,639	
	<hr/>	10,339
		<hr/>
		184,154
Loans (less refunds) per Schedule ... ..		1,890
		<hr/>
		186,044
Balance at 31 December 1964 ... ..		9,392
		<hr/>
		<u>£195,436</u>

## SCHEDULE OF GRANTS

### African Region

	£	£
<b>Kenya</b>		
Transport and Allied Workers ... ..	464	
Railway African Workers ... ..	23	
<b>Liberia</b>		
National Maritime Union ... ..	273	
<b>Malawi</b>		
Railway African Workers ... ..	465	

<i>Mauritius</i>									
	Port, Harbour and other Workers ... ..								100
<i>Nigeria</i>									
	Motor Drivers ... ..								241
	Airways Workers, Caretaker Committee ... ..								100
	Dockers ... ..								280
	Port Authority Workers ... ..								50
<i>Rhodesia</i>									
	Contribution to ICFTU Project ... ..								750
<i>South Africa</i>									
	FOFATUSA ... ..								175
<i>Tanzania</i>									
	Railway African Workers ... ..								210
									<u>3,131</u>
<i>Less: Provision for Grant in 1962, not utilized (Malawi Transport and Allied Workers)</i>									179
									<u>2,952</u>
<b>Asian Region</b>									
<i>Malaya</i>									
	Railwaymen's Union ... ..								378
	Training Ship ... ..								58
<i>Philippines</i>									
	Transport and General Workers ... ..								200
									<u>636</u>
<b>European Region</b>									
<i>Finland</i>									
	Railwaymen ... ..								214
<i>Spain</i>									
	Transport Workers and Railwaymen's Unions in exile ... ..								212
<i>Turkey</i>									
	Railwaymen ... ..								1,016
									<u>1,442</u>
<b>Latin American and Caribbean Region</b>									
<i>Bermuda</i>									
	Railwaymen ... ..								36
<i>Bolivia</i>									
	Railwaymen ... ..								122
<i>Curaçao</i>									
	Bus Drivers ... ..								50
	Stevedores ... ..								36
<i>Panama</i>									
	Transport Workers ... ..								18
<i>Peru</i>									
	Railway Workers ... ..								108
	CTP ... ..								107
	UNIMAR ... ..								230
<i>São Paulo</i>									
	Solidarity Contributions to Special Programme ... ..								153
<i>Trinidad</i>									
	Transport and Industrial Workers ... ..								70
	Seamen and Waterfront Workers ... ..								230
	Education Activities—ITF/AIFLD Programme ... ..								138
<b>Special Contributions</b>									
	Central Sindical de Empleados Particulares del Peru ... ..								6
	SUTA ... ..								7
									<u>1,311</u>
									<u><u>£6,341</u></u>

SCHEDULE OF LOANS

	£	£	£
<b>African Region</b>			
<i>Kenya</i>			
Railway African Workers ... ..		400	
Transport and Allied Workers ... ..		350	
<i>Nigeria</i>			
Motor Drivers ... ..	100		
Less: Refunded ... ..	40		
	-----	60	
Lagos Municipal Bus Workers ... ..	200		
Less: Refunded ... ..	78		
	-----	122	
Dockers, Transport and General Workers ... ..		75	
Airways Workers ... ..		50	
Dockers and General Workers ... ..		35	
Railway Permanent Way Workers ... ..	120		
Less: Refunded ... ..	120		
	-----	-----	
			1,092
<b>Asian Region</b>			
<i>India</i>			
National Union of Seamen ... ..	1,500		
Less: Refunded ... ..	450		
	-----	1,050	
<i>Malaya</i>			
Railwaymen—refunded ... ..		312	
		-----	738
<b>Latin American and Caribbean Region</b>			
<i>Trinidad</i>			
Transport and Industrial Workers ... ..	70		
Less: Refunded ... ..	10		
	-----		60
			-----
			£1,890
			-----
			-----

TABLE 3.

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

	£	£
Balance at 1 January 1962 ... ..		180,130
CONTRIBUTIONS RECEIVED 1962 ... ..	88,811	
CONTRIBUTIONS RECEIVED 1963 ... ..	68,242	
CONTRIBUTIONS RECEIVED 1964 ... ..	39,054	
	-----	196,107
MEMBERSHIP FEES RECEIVED 1962 ... ..	693	
MEMBERSHIP FEES RECEIVED 1963 ... ..	941	
MEMBERSHIP FEES RECEIVED 1964 ... ..	712	
	-----	2,346
Interest on Bank Deposit Accounts, etc., 1962 ... ..	4,404	
Interest on Bank Deposit Accounts, etc., 1963 ... ..	4,262	
Interest on Bank Deposit Accounts, etc., 1964 ... ..	5,897	
	-----	14,563
		-----
		£393,146
		-----



EXPENDITURE:

Meetings, Travel and Representation not chargeable to General Fund:

1962	...	...	...	...	2,963
1963	...	...	...	...	5,113
1964	...	...	...	...	4,701

12,777

Allocation for Services rendered and indirect expenses incurred on behalf of the Fund included in expenditure charged to General Fund:

1962	...	...	...	...	9,391
1963	...	...	...	...	7,345
1964	...	...	...	...	3,905

20,641

GRANTS:

<i>Belgium</i>					
	Antwerp Docks Club	...	...	...	7,200
<i>Finland</i>					
	Welfare Centre, Helsinki	...	...	...	6,500
<i>Germany</i>					
	Training College, Welfare Centre, Hamburg	...	...	...	5,000
	Stranded Seamen, Bremen	...	...	...	4
<i>Great Britain</i>					
	Merchant Seamen War Memorial Society	...	...	...	13,000
	Dreadnought Seamen's Hospital	...	...	...	2,500
<i>Greece</i>					
	Greek Shipping Newspaper	...	...	...	180
	Dockers' Union	...	...	...	1,000
<i>India</i>					
	Maritime Library, Bombay	...	...	...	1,485
<i>Italy</i>					
	International Radio Centre, Rome	...	...	...	1,000
<i>L. America</i>					
	Miscellaneous grants to Seamen in distress by Lima Office	...	...	...	386
<i>Netherlands</i>					
	Reconstruction and refurbishing Welfare Centre, Amsterdam	...	...	...	4,360
	Welfare Service	...	...	...	3,000
<i>U.S.A.</i>					
	Repatriation of Argentinian Seamen through Seamen's Church Institute, New York	...	...	...	357
	United Seamen's Services, New York	...	...	...	13,000
	Floodlighting Football Fields, New York	...	...	...	5,715
	Assisting Crew of Panamanian Ship	...	...	...	210

64,897

Allocations to Seamen's Unions:

1962	...	...	...	...	37,489
1963	...	...	...	...	35,816
1964	...	...	...	...	19,617

92,922

191,237

Balance at 31 December 1964

201,909

£393,146

TABLE 4.

**RELIEF FUND**

	£
Balance at 1 January 1962 ... ..	5,198
Interest ... ..	1,416
	<hr/>
	6,614
Grants and miscellaneous expenses ... ..	547
	<hr/>
Balance at 31 December 1964 ... ..	<u>£6,067</u>

TABLE 5.

**VICTIMS OF OPPRESSION ASSISTANCE FUND**

	£
Balance at 1 January 1962 ... ..	2,311
Grants ... ..	900
	<hr/>
Balance at 31 December 1964 ... ..	<u>£1,411</u>

# ELECTION OF RESOLUTIONS COMMITTEE CREDENTIALS COMMITTEE AND SCRUTINEERS

Congress Document No. XXVIII C-1c

1. At its meeting on 26th and 27th July, 1965, the Executive Board decided to recommend that the *Resolutions* and *Credentials Committees* should be composed as follows:

*Resolutions Committee (eleven members)*

Africa	...	...	...	...	...	1
Asia	...	...	...	...	...	1
Latin America and Caribbean				...		1
North America		...	...	...		2
Europe	...	...	...	...		6

*Credentials Committee (nine members)*

Africa	...	...	...	...	...	1
Asia	...	...	...	...	...	1
Latin America and Caribbean				...		1
North America		...	...	...		2
Europe	...	...	...	...		4

2. The Executive Board also decided to recommend that Congress should appoint five scrutineers to supervise the counting of votes, at least two of whom should be present at the counting of card votes.

**EXECUTIVE BOARD RECOMMENDATION  
CONCERNING  
AFFILIATION FEES**

Congress Document No. XXVIII C-3 (EB).

1. At its meeting in November, 1964, the Executive Board decided to recommend to Congress that the standard rate of affiliation fee should be raised to 8d. sterling per member per year with effect from 1st January, 1966.
2. The present standard rate of 6d. was decided on at the ITF's Berne Congress in 1960 and took effect from 1st January, 1961. Since then, expenditure has been kept down as much as possible, but costs have increased considerably both through the expansion of the ITF's activities and as a result of the general rise in the cost of living which Britain, in common with other European countries, has experienced.
3. Though costs have increased, income from affiliation fees has not. The contraction of the railways industry, and thus of railwaymen's unions, in a number of large countries has had considerable effect on the ITF's membership. The loss of income this has caused has not been balanced by the gain of new affiliations, for they have come largely from developing countries where the trade union movement is comparatively small. There are very few large transport workers' unions in the free world which are still outside the ITF and this trend of diminishing returns from fresh affiliations is therefore likely to continue.
4. In November, 1962, the Executive Board appealed to affiliated unions to make a voluntary contribution of 2d. per member, in addition to their affiliation fees, towards the ITF's regional activities. This appeal has been renewed for 1963 to 1965 but it has been a temporary measure to help the ITF through until affiliation fees could be reviewed at the Copenhagen Congress.
5. For the large number of unions that have responded fully to the appeal for an extra 2d., the adoption of the Executive Board's recommendation will be no more than formal recognition of what has been their practice for the last three years. For those who have not been able to pay the voluntary contribution, it will be an extra burden which the Executive Board is confident they will bear, since it is essential that the ITF should be able at least to continue its activities at the present level and, if at all possible, to meet the additional demands that are constantly being made on it.

## ELECTION OF GENERAL COUNCIL

Congress Document No. XXVIII C-7(a).

1. In accordance with Paragraph 6, Rule VII of the ITF Constitution, the Executive Board recommends to Congress that the national or regional electoral groups and the number of nominations which each group is entitled to make should be as given below.
2. The Executive Board draws the attention of Congress to the provisions of Paragraphs 5, 7 and 8 of Rule VII concerning voting procedure, the right to submit candidates for nomination and limitations on the number of members of the General Council from any one organization.
3. Congress will also wish to bear in mind that only members of the General Council are eligible for election to the Executive Board (see Doc. XXVIII C-7(b)).

### RECOMMENDED COMPOSITION OF THE GENERAL COUNCIL

<i>National or regional group</i>	<i>Members</i>	<i>Deputy Members</i>
1. Austria ... ..	1	1
2. Belgium, Luxembourg and Netherlands ...	3	3
3. Denmark, Faroes, Iceland, Finland ...	3	3
4. France ... ..	1	1
5. Germany ... ..	4	4
6. Great Britain and Irish Republic ... ..	4	4
7. Greece ... ..	1	1
8. Italy, Malta and Cyprus ... ..	1	1
9. Norway ... ..	1	1
10. Sweden ... ..	1	1
11. Switzerland ... ..	1	1
12. Israel, Lebanon, Turkey ... ..	1	1
13. Libya, Tunisia and United Arab Republic ...	1	1
14. Gambia, Kenya, Liberia, Madagascar, Malawi, Mauritius, Nigeria, Rhodesia, Senegal, Sierra Leone, South Africa, Uganda and Zambia ... ..	4	4
15. Japan ... ..	2	2

<i>National or regional group</i>	<i>Members</i>	<i>Deputy Members</i>
16. Aden, Burma, China (Taiwan), Hong Kong and India ... ..	1 ...	1
17. Indonesia, Korea, Malaysia, Pakistan and Philippines ... ..	2 ...	2
18. Australia and New Zealand ... ..	1 ...	1
19. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Honduras, Nicaragua, Mexico, Panama, Paraguay, Peru, Uruguay, Venezuela, El Salvador, Curaçao ... ..	4 ...	4
20. Barbados, Br. Guiana, Br. Honduras, Grenada, Jamaica, St. Lucia and Trinidad ...	1 ...	1
21. Canada ... ..	2 ...	2
22. U.S.A. and Bermuda ... ..	4 ...	4
23. Estonia, Poland and Spain ... ..	1 ...	1

# ELECTION OF EXECUTIVE BOARD

Congress Document No. XXVIII C-7(b).

1. In accordance with Paragraph 5 of Rule VIII (Executive Board) of the ITF Constitution, the Executive Board recommends to Congress that the regional electoral groups and the number of nominations which each group is entitled to make should be as follows:
  - (a) Europe and Middle East ... .. 12
  - (b) North America ... .. 4 (see
  - (c) Africa ... .. 2 schedule of
  - (d) Asia and Australasia ... .. 2 countries
  - (e) Latin America and the Caribbean 2 below)
2. The Executive Board further recommends that, with the exception of the North American group (which includes only three countries), no country with a paid-up membership of less than 500,000 should have more than one nominee; no country with less than one million, more than two; and no other country more than three.
3. The Executive Board draws the attention of Congress to the provisions of paragraphs 6 and 7 of Rule VIII which lay down that candidates for nomination must be members of the General Council; that no more than one half of the members of the Executive Board may be connected exclusively with one branch of the transport industry; and that no organization may have more than one member of the Executive Board.
4. With regard to the limitation on representation of any one branch of the transport industry, the Executive Board recommends that this limitation should be applied by each electoral group in making its nominations, that is that no more than one half of the nominees from any one group should be connected exclusively with any one branch of the transport industry.

## Africa

Gambia	Madagascar	Rhodesia	Tunisia
Kenya	Malawi	Senegal	Uganda
Liberia	Mauritius	Sierra Leone	United Arab
Libya	Nigeria	South Africa	Republic
			Zambia

## Asia and Australasia

Aden	China (Taiwan)	Indonesia	Malaysia
Australia	Hong Kong	Japan	New Zealand
Burma	India	Korea	Pakistan
			Philippines

### **Latin America and Caribbean**

Argentina	Colombia	Guatemala	Peru
Barbados	Costa Rica	Honduras	El Salvador
Bolivia	Curacao	Jamaica	St. Lucia
Brazil	Dominican	Mexico	Trinidad
Br. Guiana	Republic	Nicaragua	Uruguay
Br. Honduras	Ecuador	Panama	Venezuela
Chile	Grenada	Paraguay	

### **North America**

Canada	U.S.A.	Bermuda
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### **Europe and Middle East**

Austria	Finland	Irish Republic	Netherlands
Belgium	France	Israel	Norway
Cyprus	Germany	Italy	Poland
Denmark	Great Britain	Lebanon	Spain
Estonia	Greece	Luxembourg	Sweden
Faroe Islands	Iceland	Malta	Switzerland
			Turkey



## ELECTION OF GENERAL SECRETARY

Congress Document No. XXVIII C-7(c)

1. Affiliated organizations were informed in Circular No. 65/A 10 of 14th July, 1964, that they would be advised before Congress of the nominations the Secretariat had received for the election of a General Secretary.
2. A list of those nominations is attached.
3. Brother Lester L. Zosel had also been nominated but he has since decided for personal reasons that his name should be withdrawn.

### *Nomination*

H. Imhof

### *Organization*

United Road Transport Union (Gt. Britain)

Gewerkschaft der Bediensteten im Handel,  
Transport und Verkehr (Austrian transport workers)

Gewerkschaft der Eisenbahner (Austrian railwaymen)

Sindacato Autonomo Unificato Ferrovieri Italiani (Italian railwaymen)

Centrale Générale des Services Publics—  
Secteur Cheminots (Belgian railwaymen)

Centrale Générale des Services Publics—  
Secteur Aviation (Belgian civil aviation workers)

Gewerkschaft der Eisenbahner Deutschlands  
(German railwaymen)

Schweizerischer Eisenbahner-Verband  
(Swiss railwaymen)

Svenska Järnvägsmannaförbundet (Swedish railwaymen)

Norsk Jernbaneforbund (Norwegian railwaymen)

Norsk Lokomotivmandsforbund (Norwegian locomotivemen)

Finska Järnvägsmannaförbundet (Finnish locomotivemen)

Finska Lokmanna-förbundet (Finnish locomotivemen)

Dansk Jernbane Forbund (Danish railwaymen)

Dansk Lokomotivmands Forbund (Danish private railway locomotivemen)

*Nomination*

H. Imhof (cont.)

*Organization*

Privatbanefunktionærernes Forbund (Danish private railwaymen)

Dansk Lokomotivmands Forening (Danish state railway locomotivemen)

Gewerkschaft Öffentliche Dienste, Transport und Verkehr (German transport workers)

Dansk Arbejdsmands—og Specialarbejder Forbund (Danish transport workers)

Sømaendenes Forbund i Danmark (Danish seamen)

Søfyrerbødernes Forbund i Danmark (Danish ships' firemen)

Dansk Søg-Restaurations Forening (Danish ships' catering staff)

Sailors' and Fishermen's Union, Iceland

Norsk Sjømannsforbund (Norwegian seamen)

Norsk Transportarbeidersforbund (Norwegian transport workers)

Det Norske Maskinistforbund (Norwegian ships' engineers)

Svenska Sjöfolksförbundet (Swedish seamen)

Svenska Maskinbefälsförbundet (Swedish ships' engineers)

Svenska Transportarbetareförbundet (Swedish transport workers)

Svenska Stewardsförening (Swedish ships' catering staff)

# MOTIONS

Congress Document No. XXVIII C-6.

## Amendments to the Constitution

1. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
RESOLVES to make the following amendments to the I.T.F. Constitution:

(i) *Rule VII (General Council)*

New paragraph 10 to read:

“Unless, in the interests of the I.T.F., the Executive Board decides otherwise, membership or deputy membership of the General Council shall cease if a member’s or deputy member’s organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.”  
Present paragraph 10 to become paragraph 11 and other paragraphs or references to be changed accordingly.

(ii) *Rule VIII (Executive Board)*

New paragraph 8 to read:

“Unless, in the interests of the I.T.F., the Executive Board decides otherwise, membership of the Executive Board shall cease if a member’s organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.”

Present paragraph 8 to become paragraph 9 and other paragraphs or references to be changed accordingly.

Submitted by: *I.T.F. Executive Board.*

2. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
RESOLVES to make the following amendment to the I.T.F. Constitution:

*Rule X (President and Vice-President)*, paragraph 1, to read:

“1. The President and Vice-President of the Federation shall be elected by the Congress from among the members of the General Council, for a period which shall end with the close of the next ordinary Congress. They shall be eligible for re-election.”

Submitted by:

*Swedish Seamen’s Union (Svenska Sjöfolksförbundet).*

3. This 28th Congress of the I.T.F., meeting in Copenhagen, from 28th July to 6th August, 1965,  
RESOLVES to amend the I.T.F. Constitution so as to provide for the election of substitute members of the Executive Board. The election shall be conducted in the same way as that of the members.

The substitute members shall be entitled to receive all documents and information that are given to the members and shall have the right to attend meetings of the Executive Board in a consultative capacity. If a member cannot attend a meeting, his substitute shall take his place and shall, for that meeting, enjoy the member's rights. When a substitute member attends a meeting in the absence of a member, the expenses of his attendance shall be borne by the Federation, but not otherwise. If a vacancy should occur in the membership of the Executive Board between Ordinary Congresses, it shall be filled by the appropriate substitute member.

Submitted by:

*French Transport and Public Service Workers' Federation (Fédération des Travaux Publics et des Transports).*

#### 4. **Transport Policy**

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965, RESOLVES that the I.T.F. study, "Transport Policy Problems at National and International Level", should be revised by an experts' committee under the direction of the I.T.F. Secretariat.

Submitted by:

*German Railwaymen's Union (Gewerkschaft der Eisenbahner Deutschlands—G.d.E.D.).*

*The German Railwaymen's Union has submitted the following comment on its motion:*

"The I.T.F. study, 'Transport Policy Problems at National and International Level', was prepared by a working party consisting of representatives of various unions, working under the direction of the I.T.F. Secretariat, and originated from a decision taken by a Joint Conference of the inland transport Sections in 1955. The working party's report was approved unanimously by the I.T.F. Congress in 1958 and at the end of that year was published in book form. The study has done much to enhance the I.T.F.'s public standing and has provided the I.T.F.'s unions with valuable guidelines in the making of pronouncements on transport policy.

"Since then, there have been important changes in the structure of the transport industry, and the statements and recommendations in the study no longer hold good for the changed situation. Furthermore, despite every effort nationally and internationally, in no country has there been a solution to the problem of the apportionment of infrastructure costs. The matter of infrastructure costs and other aspects—above all, working conditions in the transport industry—must be regularized if competition in transport is to function effectively from comparable bases for all concerned.

"The strong stress on the concept of competition at a time when competition proceeds from a basis that is particularly disadvantageous to the railways has led the railways of many countries into deficits. This plight has its effect on the social conditions of the industry's workers and in addition prevents the railways from keeping their industry abreast of modern technical requirements and possibilities. This in turn puts the railways at a fresh disadvantage in competing with road transport, inland navigation and civil

aviation. The consequence of these developments is that the principle of public service—that transport should operate in the interest of the community and the economy—is neglected.

“This is but a brief indication of the many reasons justifying an urgent review of the study. One could also point to the developments within the European Economic Community (E.E.C.). It is of great importance that the I.T.F.’s unions should make their views known on the basic issues in the preparation of a common transport policy, for the measures taken in the E.E.C. will also have their repercussions in the European Free Trade Association (E.F.T.A.) countries.

“We are thoroughly aware that serious efforts will be required to produce proposals for solutions that will be socially progressive as well as practicable for the many outstanding problems in the transport sphere. However, we should not allow ourselves to forget that these efforts will serve the common purpose of all I.T.F. affiliates in creating sound conditions in transport as a basis for sound developments in social policy for all those employed in transport.

“All unions should be urged to participate as far as they are able in this proposed task of the I.T.F. which will be so significant for the promotion of social progress in the transport sphere.

“We do not anticipate any homogenous memorandum. Experience has shown us that the manifold character of transport does not permit any uniform system embracing all sectors. The I.T.F.’s efforts must therefore be limited to seeking partial solutions on the basis of particular inquiries. In this way affiliates will, with the I.T.F. Secretariat directing and co-ordinating their work, be able to approach solutions to the problems which they have most at heart. “Finally, regard should be paid to the fact that the international employers’ organizations in the various branches of the transport industry are continually publishing studies of specific points of transport policy. It is necessary to counter this employers’ lobby with the unions’ view.”

## Safety

5. WHEREAS the tremendous tempo of growth of the various means of transport is followed by accidents of growing number and seriousness; and

WHEREAS those public authorities responsible for establishing and improving safety measures generally tend to seek solutions in the form of ever heavier punishments for drivers, guards, signalmen or other transport workers who have been involved directly in accidents, on the grounds that their carelessness or negligence is by far the most significant cause of accidents,

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

TAKES THE VIEW that there are other, more important causes, namely:

- (1) the present tendency towards larger vehicles and vessels, their increased speed, their increase in number and the resultant congestion are factors that have not been dealt with properly or adequately, thus increasing transport hazards, and

- (2) the working conditions of transport workers, who have to carry out their duties in these circumstances and are, as a result, over-strained, tired and irritated, have not improved in pace with the developments described above;

URGES governments and other competent authorities, when formulating transport policies, to give first priority to the question of safety and to take the following points particularly into account:

- (1) That transport undertakings should never be allowed to cut costs to an extent that would impair safety measures;
- (2) That minimum standards of safety measures for the various means of transport should be established internationally;
- (3) That before penalties are imposed for accidents, careful account should be taken of the fact that there are human limits to mental concentration, that what might be termed carelessness could often be a result of excessive strain and that punishment is only a negative approach to the problem;
- (4) That in view of the limitations of safety devices as they are known at present, traffic control—including the co-ordination of tracks and routes—can still play an important role in minimizing transport hazards and should also be introduced in water-borne transport; and
- (5) That qualifications or standards required in the licensing of transport workers and the content of vocational or re-training should be reviewed so as to meet adequately the requirements of modern transport and the problems posed by the changes, above all the technical innovations, that transport is experiencing;

and finally, CALLS UPON affiliated organizations to launch, through the I.T.F. Secretariat, an international drive aimed, ultimately, at the adoption by the I.L.O. of a Convention concerning hours of work and rest periods which, unlike the Convention applicable only to road transport, could be applied to various branches of the transport industry.

Submitted by:  
*All Japan Seamen's Union,*  
*Japanese National Railway Workers' Union,*  
*Japanese National Federation of Municipal Transport Workers' Unions,*  
*Japan Travel Bureau Trade Union,*  
*Japanese National Railway Motive Power Union,*  
*All Japan Express Workers' Union.*

## **I.L.O.**

6. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965, RECOGNIZES the International Labour Organization, with its unique tripartite structure and system of Industrial Committees, as being the most acceptable and firmly based organ of international collaboration for dealing with social and industrial problems arising directly or indirectly from employment. The I.L.O. alone in all the international Governmental organizations provides for the representation of employers and employees on an equal basis

to Government. While recognizing that the development of inter-governmental agencies creates a growing need for consultation and co-operation on problems of mutual interest between the I.L.O. and other specialized agencies, this Congress

**INSISTS** that the responsibilities of the I.L.O. shall in no way be minimized, undermined or encroached upon by other organizations, thus depriving employees' representatives of their opportunity of determining international standards.

Submitted by:

*British Merchant Navy and Airline Officers' Association.*

## Seafarers

7. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

**RECALLING** that it has been the I.T.F.'s traditional policy to support the International Labour Organization (I.L.O.) ever since that organization's foundation, and that the world's free seafarers' unions, through the I.T.F., have succeeded by their concerted efforts in having the I.L.O. adopt numerous Conventions and Recommendations for the protection of seafarers,

**AFFIRMS** that I.L.O. instruments continue to play a vital role in seafarers' collective endeavours to secure improved working and living conditions and in the promotion of fair competition in international trade; but

**REGRETS** to note that such significant Conventions as those on Social Security (Seafarers)—No. 70 (1946), Paid Vacations (Seafarers) (Revised)—No. 91 (1949) and Wages, Hours of Work and Manning (Sea) (Revised)—No. 109 (1958), among others, have still to be given international effect and that, with some exceptions, it is generally true that I.L.O. Conventions have not been fully ratified, whilst I.L.O. Recommendations have generally not been fully implemented at national level.

This Congress therefore

**CALLS UPON** affiliated seafarers' unions to make every possible effort, in approaching the governments and employers concerned, to have I.L.O. decisions enforced in their countries; and, at international level,

**REQUESTS** the I.T.F. to approach the I.L.O. Governing Body with a view to making Article 19 of the I.L.O. Constitution, concerning the reporting of member-states to the I.L.O. on the ratification and application of I.L.O. instruments, more effective.

Finally, in the belief that developments in the international shipping industry have made certain I.L.O. instruments out of date, this Congress

**STRONGLY URGES** the I.L.O. (a) to convene a meeting of the Joint Maritime Commission at an early date to consider the revision and improvement of such instruments, and (b) to recognize the need to shorten the intervals between Maritime Sessions of the International Labour Conference and meetings of the Joint Maritime Commission.

Submitted by:

*All Japan Seamen's Union.*

8. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
RESOLVES that any affiliated organization may feel free to conduct boycott action against any ship on which conditions are, in the I.T.F.'s judgment, sub-standard, the aim of such action being to bring conditions to a reasonable level and at the same time to help organized seafarers in traditional maritime countries to win further improvements.

Submitted by:  
*Finnish Seamen's Union.*

*The Finnish Seamen's Union has submitted the following written comment on its motion:*

"Since 1948, the I.T.F. has been dealing with the problem of flags of convenience and has fought that evil with certain success. But the flag-of-convenience system remains and seafarers are suffering from it. In many countries, unions have encountered legal difficulties in taking boycott action and this has made boycotts less frequent. It is now time to consider revising the I.T.F.'s policy. Poor conditions are also to be found on ships registered in traditional maritime countries. Why not take boycott action against all ships on which conditions are too low and where there are no union agreements to safeguard the crews?"

#### **Civil Aviation**

9. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
CONSIDERING the practice arising out of pooling arrangements between airlines of using cabin staff from an airline other than that of the country in which the aircraft is registered, and  
RECOGNIZING that this growing practice can have adverse effects on the wages and conditions of employment of the cabin personnel in the airlines concerned,  
EXPRESSES disapproval of such procedures, and  
STIPULATES that all cabin personnel shall be covered by the collective agreement negotiated by the appropriate union in the country of registration in which the person concerned is employed, and  
REQUESTS all affiliated unions not to allow their members to perform duties on aircraft which is not owned or chartered by the company by which the member is employed.

Submitted by:  
*Swedish Commercial Workers' Union (Handelstjänstemannaförbundet—H.T.F.).*

#### **Dockers**

10. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
HAVING NOTED the use of mechanization and other systems of cargo-handling,  
RESOLVES that the I.T.F. should approach the Nigerian Government with a view to the establishment of a training school for dockers.

Submitted by:  
*Marine Floating Staff Union (Nigeria).*



## Africa

11. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
HAVING NOTED the colossal industrial development that is proceeding in Africa generally and Nigeria particularly, and  
NOTING further the enormous technical and financial assistance that highly developed countries are giving to African governments and some private organizations, which goes to strengthen management as against labour,  
CALLS UPON the I.T.F. to step up its training and educational programme, including seminars, so as to produce enough trade union leaders to cope with the increasing number of workers.

Submitted by:

*Marine Floating Staff Union (Nigeria).*

12. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
HAVING NOTED the fast-changing events in Africa and the speedy erosion of free and democratic trade union organizations, particularly in East Africa, and  
HAVING NOTED also the redeeming trends in West Africa, particularly Nigeria,  
IS CONVINCED that free trade unions need not and must not capitulate in the face of this disturbing tendency.  
The Congress,  
RE-AFFIRMS the I.T.F.'s belief in free and democratic trade union organization and its readiness to defend its principles whenever they are threatened, and also  
ACKNOWLEDGES the necessity of redoubling its efforts through increased assistance—technical, financial or educational—in those areas where conditions are favourable and of using those areas as a spring-board from which to recapture those areas where there have been temporary setbacks.

Submitted by:

*Nigerian Dockers', Transport and General Workers' Union.*

## Nigeria

13. This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,  
CALLS UPON the Federal Government of Nigeria:
- (a) to lift the ban on public meetings, processions, demonstrations and assemblies imposed intermittently since 1962, a ban which has paralysed trade union activities and grossly contravenes universal human rights as upheld in the country's Constitution;
  - (b) to cease the use of armed police to break legitimate strikes called in due accordance with the provisions for law and order;
  - (c) to cease the abusive use of its information media—the Nigerian Broadcasting Service and government-owned Morning and Sunday Post newspaper group—so as to disseminate false news among the suffering workers of Nigeria and to denigrate the

trade unions and their leaderships, bearing in mind that these media are financed by tax-payers' money;

- (d) to declare its acceptance of democratic principles as a way of life and to ensure that trade unions are accepted in principle and practice by the Government of the Federation.

Submitted by:

*Nigerian Permanent Way Workers' Union.*

# AMENDMENTS TO MOTIONS

Congress Document No. XXVIII C-6 (a).

The following amendments to motions (see Doc. XXVIII C-6) have been submitted by the *National Maritime Union of America*:

## Amendments to the Constitution

1. Having noted that under the Executive Board amendment the authority of the Executive Board would exceed that of the affiliated organizations and viewing with alarm this usurpation of authority, Congress resolves to make the following amendments to Motion 1—(i) *Rule VII (General Council)* and (ii) *Rule VIII (Executive Board)*: delete from both, “Unless, in the interests of the I.T.F., the Executive Board decides otherwise”.

Full text of amended Motion 1 as follows:

(i) *Rule VII (General Council)*

New paragraph 10 amended to read:

“Membership or deputy membership of the General Council shall cease if a member’s or deputy member’s organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.”

Present paragraph 10 to become paragraph 11 and other paragraphs or references to be changed accordingly.

(ii) *Rule VIII (Executive Board)*

New paragraph 8 amended to read:

“Membership of the Executive Board shall cease if a member’s organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed.”

Present paragraph 8 to become paragraph 9 and other paragraphs or references to be changed accordingly.

2. Having noted that the amendment submitted by the Swedish Seamen’s Union restricts the right of Congress to elect the President and Vice-President from among those delegates who are members of the General Council; having also noted that no such restriction applies to the election of the General Secretary, Congress resolves to make the following amendment to Motion 2—delete “from among the members of the General Council”.

Full text of amended Motion 2 as follows:

*Rule X (President and Vice-President)*, paragraph 1, amended to read:

“1. The President and Vice-President of the Federation shall be elected by the Congress for a period which shall end with the close of the next ordinary Congress. They shall be eligible for re-election.”

## COMMENTS BY THE EXECUTIVE BOARD ON MOTIONS TO THE ITF CONSTITUTION

Congress Document No. XXVIII C-6 (EB)

1. At its meeting on 24th and 25th May, 1965, the ITF Executive Board decided that Congress should be given the Board's views on the motions from the Swedish Seamen's Union and French Transport and Public Service Workers' Federation proposing amendments to the ITF Constitution.
2. **Motion from Swedish Seamen's Union (item 2 of Doc. XXVIII C-6)**  
The Executive Board advises Congress not to agree to the proposed amendment of Rule X, para. 1. This decision was taken by 12 votes for to 3 against.
3. Firstly, the proposal is technically defective in that it fails to propose a consequential amendment to other provisions in the Constitution: in particular Rule VIII, para. 2. As it stands, the Swedish Seamen's Union's proposal would not make it clear that the President and Vice-President were members with full rights of the Executive Board.
4. Secondly, the Executive Board questions whether acceptance of the proposal would necessarily make the election of the President and Vice-President more democratic than at present. The General Secretary is indeed elected by Congress and, if necessary, by a card vote. This kind of election, in which the large unions have a correspondingly large say, is indisputably democratic, but there is more than one kind of democracy. It could be argued that the General Council, which constitutionally must be composed as a reasonable reflection of the ITF's membership geographically and industrially, is well fitted to elect the ITF's officers democratically, since the smaller organizations have an influence there that might be swamped in a Congress election when, inevitably, a minority of big organizations carry the decisive voting weight.
5. The Executive Board acknowledges that both the Congress and General Council procedures have their democratic merits. By using them both, the ITF makes the most of their different advantages.
6. However, in considering this proposal, the Executive Board has taken account of the criticism often made of the present procedure that Congress delegates leave without knowing who the new President and Vice President are to be. The Board has therefore made provision on the Congress time-table for a special meeting of the General Council on Thursday, 5th August, for the election of the President and Vice President, rather than leaving this business to the ordinary General Council meeting which will take place immediately after Congress.
7. At its meeting on 26th and 27th July, 1965 the Executive Board decided to advise Congress not to accept the amendment submitted by the National Maritime Union of America to the motion.

**8. Motion from French Transport and Public Service Workers' Federation (item 3 of Doc. XXVIII C-6)**

The Executive Board advises Congress not to accept the proposal that there should be substitute members of the Executive Board.

9. A proposal was made to the ITF's Berne Congress (1960) that members travelling long distances to Executive Committee meetings should be allowed to designate substitutes. This was heavily defeated, on the advice of the Executive Committee, and though the present proposal differs in detail, its basic proposition—that substitute members of the Executive Board are desirable—is still open to the main objection made by the Executive Committee in 1960 and endorsed by Congress.
10. This was that the Executive Board is elected by Congress to act on behalf of the ITF as a whole. It is essential that there should be continuity of attendance if members are to have the close acquaintance with Executive Board business that efficiency demands and this could easily be disrupted if substitution were allowed. Although the proposal suggests that substitute members could attend Executive Board meetings in a consultative capacity it is very doubtful how many would do so, since their organizations might not be able or disposed to meet the costs (in some cases very heavy) of their attendance. The continuity of attendance to which the Executive Board attaches such importance could not therefore be assured by such a provision. Nor could the Executive Board possibly favour the ITF's assuming the additional burden of some £5,000 a year involved in paying for substitute members' attendance.